

National Faculty Salary Survey by Discipline and Rank in Public Colleges and Universities



College and University Personnel Association

1991-92
National Faculty
Salary Survey
by
Discipline and Rank
in Public Colleges and Universities

College and University
Personnel Association

In Conjunction With

Appalachian State University
Boone, North Carolina

The College and University Personnel Association (CUPA) is an international network of nearly 6,000 human resource administrators representing more than 1,500 colleges and universities. Through regular and special publications and studies, CUPA works to keep its members informed of the latest legal, legislative, and regulatory developments affecting human resource administration, as well as trends and innovative policies and practices in the field. Services include a semimonthly newsletter, a journal, an annual convention, regional meetings, and seminars on timely topics of special interest to human resource professionals. CUPA is an AA/EEO employer. For further information, contact, CUPA, 1233 Twentieth St., N.W., Suite 503, Washington, D.C., 20036, (202) 429-0311.

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Kimberly Murdock, undergraduate student in Psychology
Mariam Owens, Research Educationist, Office of Equal Opportunity Programs
Anna Suddreth, M.A. graduate student in School Counseling

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Finally, very special thanks go to those 290 public college and university presidents and chancellors who participated in this survey.

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EXECUTIVE SUMMARY

For the eleventh consecutive year (1981-82 through 1991-92) the College and University Personnel Association in conjunction with Appalachian State University, has researched and produced a survey of faculty salaries by discipline and rank in the nation's public colleges and universities. This 1991-92 *National Faculty Salary Survey by Discipline and Rank in Public Colleges and Universities*, includes 290 public colleges and universities.

Nine additional disciplines have been added to the survey during the past five years. In 1986-87 the survey covered 46 disciplines. The 1987-88 survey added the Allied Health, Engineering and Engineering Related Technologies, and Protective Services disciplines. The disciplines of Occupational Therapy and Physical Therapy were added to the 1988-89 survey; the disciplines of Economics, Institutional Management, and Marketing Management and Research were added to the 1989-90 survey; and one discipline, Social Work, was added in 1991-92 bringing the current total to 55 disciplines.

The following table summarizes the number of participating institutions and the average salaries for all ranks of participating faculty in the last eight years of the survey. Since the participating institutions vary from year to year, no trend in the percentage increase across the years of the study is implied.

SURVEY YEAR:	"Base Year"	1984-85	1985-86	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92
NUMBER OF INSTITUTIONS:	272	262	261	272	281	278	282	290	
NUMBER OF FACULTY:	60,831	63,623	63,490	68,617	73,412	72,985	74,763	82,109	
AVERAGE SALARY FOR ALL RANKS:	\$29,343	\$31,321	\$32,980	\$34,951	\$36,967	\$39,020	\$40,607	\$42,352	
PERCENTAGE INCREASE OF SALARY ANNUALLY:	0.00%	6.74%	5.30%	5.98%	5.77%	5.55%	4.07%	4.30%	

It is important to note that beginning in 1984-85, the annual faculty salary survey began to identify those participating public institutions which have collective bargaining contracts with their faculties—approximately one third of the institutions surveyed. The average salary of these collective bargaining institutions has had a positive impact on the overall salary average for all the participating

public institutions. In 1991-92, the faculty of the 35.9 percent institutions participating in collective bargaining had an average salary of 14.4 percent higher than the salaries of those public institutions which did not have collective bargaining contracts with their faculties.

"Special Studies," based on relevant data from the annual surveys, may be requested from CUPA for a nominal fee. (Please see the Special Study Order Form on page 55 of this survey report.) These studies consist of either comparisons of your choice of 10 or more specific institutions or comparisons of institutions with similar sets of characteristics. The studies have been very useful to administrators who make important faculty salary decisions because they can identify and make comparisons of a narrower, more relevant, group of institutions instead of using the broad averages that are contained in this report. Special Studies are essential references for planning budgets and evaluating salary trends and pay plans. (Note that confidentiality is maintained by not reporting data for which less than four institutions responded, and no individual institutional names are reported.)

Finally, for those persons interested in salary changes within individual disciplines over time, "rolling" three-year salary-trend studies have been written annually for almost all the applicable disciplines beginning in 1986 for the years 1982-83 through 1985-86, etc. These articles have been accepted annually for publication in the national ERIC periodical *Resources in Education*.

INTRODUCTION

The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on personnel issues.

In 1974, the CUPA Board of Directors proposed the development of a faculty compensation survey (page 1, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire along with rationale, instructions, and definitions. They sent the questionnaires to colleagues in 13 diverse CUPA colleges and universities for their review and comments. A review of the respondents' comments indicated that a model already in use by Oklahoma State University to gather similar data best met survey needs. The results of the review process were submitted by the Council to the CUPA Board of Directors for approval.

Once the Board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot study of 21 general and specific disciplines among the AASCU members. Two hundred five (205) institutions participated in the 1981-82 national pilot. Later, with many more disciplines/program areas, 227 institutions participated in 1982-83; 213 participated in 1983-84; 272 participated in 1984-85; 262 participated in 1985-86; 261 participated in 1986-87; 272 participated in 1987-88; 281 participated in 1988-89; 278 participated in 1989-90; 282 participated in 1990-91; and 290 participated in 1991-92.

The 1991-92 survey is a further step in the long-term plan to collect as complete information about faculty salaries as possible. Sustained collection of data on the same number of disciplines and institutions over a number of years eventually will establish a data base capable of extensive analyses of faculty salaries. Continuing this year (1991-92), the survey is conducted every fall semester and includes most of the 50 two-digit program areas defined in *A Classification of Instructional Programs, 1990*, and many of the four- and six-digit areas. The results will be released at the beginning of each new year so that the most current data can be effectively used by line administrators.

For the eighth straight year (1984-85 through 1991-92), information was collected from participating colleges and universities holding collective bargaining contracts with their faculty. It is anticipated that this will continue so that "special studies" and other studies can be requested by institutions at a nominal fee. The names of all participating institutions for the last ten years of the survey are listed in Appendix B.

We encourage institutions to participate each year so we can provide them with relevant and timely trend data in addition to the special studies that may be requested. The reader's comments, suggestions, and questions are appreciated at any time and should be directed to CUPA, or to Dr. Richard D. Howe at Appalachian State University (704) 262-2124 and FAX (704) 262-2126.

The Need

Current data on faculty compensation are presently being collected each year by the National Center for Education Statistics. The data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. What are missing are data about salary at different ranks and within specific disciplines for different types of institutions. The need to address problems of salary administration with respect to postsecondary faculty in different disciplines and ranks motivated the decision to conduct this survey.

Applications

This survey attempts to address these needs by collecting data on 55 disciplines of participating colleges and universities in the U.S. and comparing the average, low and high salaries by faculty ranks across these disciplines. The disciplines selected for this survey are those that are most likely to be taught in the 290 public institutions which participated in the survey this year. Also collected are percentages of teaching faculty by rank in a given discipline.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities to be rendered. In this marketplace, a faculty member needs to know what to request, based on the salaries of his or her peers. The administrator needs to know how much to pay for quality without committing more than he or she can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty costs.

The use of the salary information is enhanced by knowing the characteristics of the institutions in the comparison group. Since this faculty salary survey collects institutional characteristics such as classification, support, geographical location, budget and FTE enrollment, faculty and staff, an institution can request special studies comparing itself with a group of peers—10 or more institutions—using these characteristics for selection. These special studies are available through CUPA. No individual institutional data will be released by CUPA. The special survey data are aggregate data of 10 or more institutions and with four or more data elements in each cell.

For the eighth straight year participating institutions may request, for a nominal fee, percentile rank (PR) studies which will provide them with both a percentile ranking for each discipline and for each rank in each discipline in comparison with 10 or more other participating institutions. Most importantly, we are able to provide a participating institution with the amount of additional funds it would take to increase its average salary by discipline and rank to a higher PR—e.g., from a 40 PR to a 50 PR. This application of percentile ranking has become an important and relevant aspect of our annual faculty salary survey and we encourage participating institutions to take advantage of this service.

Finally, those institutions which participated in the eighth (1988-89) and eleventh (1991-92) surveys

may request salary-trend studies by selected discipline and/or by all disciplines in the study comparing their institutions both with the whole group of participating institutions and/or with a selected number of 10 or more.

Other institutions which have participated in at least one of the surveys may have their own data compared with the trend data in any configuration of 10 or more institutions. (Please understand, that only cells with four or more data elements are used.) Institutions which have not participated in any of the surveys may still request aggregate salary data of 10 or more institutions which have participated in any one or more of the surveys.

To order a Special Study, please use the Order Form on page 55.

SURVEY RESULTS

Methodology

This CUPA 1991-92 *National Faculty Salary Survey by Discipline and Rank in Public Colleges and Universities* collected and tabulated full-time salary data for faculty in 55 selected disciplines. These were chosen from among the disciplines defined by *A Classification of Instructional Programs (CIP)*, 1990. Please see APPENDIX A for the list of disciplines/major fields used. The faculty salaries of 82,109 faculty members are found in APPENDIX A—The Data Tables. The list of 290 public institutions which participated in the annual survey is found in APPENDIX B. Also listed in APPENDIX B are those public colleges and universities which have participated in the annual survey from 1982-83 through 1991-92.

Analysis of Data

To organize the data and permit comparisons between disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulations of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

SALARY—based on a nine or ten-month academic year salary of full-time faculty only. Does not include any faculty members teaching less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data.

AVERAGE SALARY—based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.

HIGH SALARY—the highest salary for any full-time individual of the defined group for which the information is reported.

LOW SALARY—the lowest salary for any full-time individual of the defined group for which the information is reported.

FAC MIX PCT—the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .30 for associate professor of accounting means that 30 percent of the faculty in that discipline/major field hold the rank of associate professor.

SALARY FACTOR—for a given rank of a given discipline/major field, the ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.33 for

assistant professors of accounting means that their average salary is 33 percent higher than the average salary of all assistant professors of all institutions which participated in the survey.

RANK—the data are arrayed among the following academic ranks: Professor, Associate Professor, Assistant Professor, New Assistant Professor, and Instructor. The rank of "Lecturer" is not included in the survey.

NUM—the number of faculty members whose salaries were included to compute the average salary.

N/IS—the number of institutions which have reported salary data for a given academic rank and a given discipline/major field.

PARTICIPATING INSTITUTIONS—the number of institutions responding to the survey questionnaire.

NEW ASST PROF—the grouping of assistant professors who were hired for the first time in the Fall of 1991. All data for this group were included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

Examples of Analyses

Although no overall analysis has been undertaken in this report, it is important to illustrate the types of analyses possible using the data available. The following tables show the comparative potential of the data for two major fields: BUSINESS ECONOMICS AND COMMUNICATIONS.

1. Size of the Sample. The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. The number of faculty and the number of institutions were much lower for BUSINESS ECONOMICS (BE) as compared with COMMUNICATIONS (C):

	NUM	N/IS
BE	1001	113
C	1966	195

2. Average Salary. The average salary for every rank in BUSINESS ECONOMICS is higher than in COMMUNICATIONS:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	56279	45458	40882	42139	29264	44023
C	51019	40221	32285	31466	26471	38084

3. High and Low Salaries. In BUSINESS ECONOMICS, the "high salary" is higher than in COMMUNICATIONS in every rank, and the "low salary" is mixed.

High Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	110976	72116	62596	60003	51000	110976
C	75332	64029	51222	43896	49437	75332

Low Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	25330	25920	16950	30000	15500	15500
C	30178	27789	11650	21250	8000	8000

4. Faculty Mix Percentage. (FAC MIX PCT) The percentage of faculty in each rank are dissimilar. For example, in BUSINESS ECONOMICS, 36 percent of the faculty hold the rank of PROFESSOR compared with COMMUNICATIONS where 24 percent of the faculty hold the rank of PROFESSOR. This clearly indicates that BUSINESS ECONOMICS is an "old" discipline whereas COMMUNICATIONS is a relatively "new" discipline. The comparisons for all ranks between the two major fields are as follows (note that the NEW ASST PROF percentage is included in ASST PROF and each percentage has been rounded up):

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	.36	.29	.29	.03	.06	1.00
C	.24	.27	.35	.05	.14	1.00

It is interesting to note how the faculty mix percentage differs among a relatively "new" major field like NURSING (N) and an "old" field like PHILOSOPHY AND RELIGION (PR), and also how these differences compare with the overall average of ALL MAJOR FIELDS (AMF) in the study. The comparison for the major fields of NURSING (N), PHILOSOPHY AND RELIGION (PR), and for the overall study average of ALL MAJOR FIELDS (AMF) are noted below:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
N	.09	.27	.49	.04	.16	1.00
PR	.44	.28	.25	.03	.03	1.00
AMF	.35	.28	.29	.04	.08	1.00

5. Salary Factor. This variable permits comparisons between the average salary of faculty in a given rank of a given discipline and the average salary of all faculty members in that rank in all the disciplines of all reporting institutions. A constant number, 100 percent, represents the average salary of all faculty in that rank for all reporting institutions. The following data show, for example, in BUSINESS

ECONOMICS the average salary of PROFESSOR is 7 percent above the average salary of all PROFESSORS from all reporting institutions and is 10 percent above the average salary of PROFESSORS in COMMUNICATIONS. The salary factors also show that for every rank the average salary for BUSINESS ECONOMICS faculty is higher than the average salary for COMMUNICATIONS faculty:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	1.07	1.09	1.18	1.23	1.09	1.11
C	.97	.96	.93	.92	.99	.90

In all 52 of the 55 major discipline fields, collective bargaining faculty have a higher salary factor than for non-collective bargaining faculty. The exceptions are the disciplines of: Business and Management, Business Economics, and Engineering. Eighty-nine (89) or 31 percent of the 290 participating institutions have some type of collective bargaining contract with their faculties. The average salary for collective bargaining institutions is 14.44 percent higher than for non-collective bargaining institutions in the survey.

APPENDIX A
LIST OF SELECTED DISCIPLINES
AND
MAJOR FIELDS
AND
THE DATA TABLES

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING

GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: AGRIBUSINESS & AGRI PRODUCTION
MAJOR FIELD: AGRIBUSINESS & AGRICULTURE PRODUCTI 010000

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	51116	251	38	39480	143	38	33416	116	38	34067	18	12	22844	20	12	43035	530	51
	HIGH SALARY	75549			63948			48192			41904			37710			75549		
	LOW SALARY	28510			24160			20850			24750			14400			14400		
	FAC MIX PCT	0.47			0.27			0.22			0.03			0.04			1.00		
	SALARY FACTOR	0.97			0.94			0.96			1.00			0.85			1.02		
#1	AVERAGE SALARY	47507	131		38307	100		32744	89		32755	15		25671	14		39903	334	
	HIGH SALARY	75549			51063			41339			39000			37710			75549		
	LOW SALARY	35478			30537			23400			24750			14400			14400		
	FAC MIX PCT	0.39			0.30			0.27			0.04			0.04			1.00		
	SALARY FACTOR	0.90			0.91			0.94			0.96			0.96			0.94		
#2	AVERAGE SALARY	55055	120		42208	43		35629	27		40624	3		16250	6		48372	196	
	HIGH SALARY	70272			63948			48192			41904			18450			70272		
	LOW SALARY	28510			24160			20850			39984			14500			14500		
	FAC MIX PCT	0.61			0.22			0.14			0.02			0.03			1.00		
	SALARY FACTOR	1.04			1.01			1.03			1.19			0.61			1.14		

12

DISCIPLINE: ARCHITECTURE & ENVIR. DESIGN
MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN 040000

GROUP	PROFESSOR				ASSOC PROF				ASST PROF				NEW ASST PROF				INSTRUCTOR				ALL RANKS			
	SALARY		NUM N/IS		SALARY		NUM N/IS		SALARY		NUM N/IS		SALARY		NUM N/IS		SALARY		NUM N/IS		SALARY		NUM N/IS	
ALL	AVERAGE SALARY	54920	151	25	42434	121	25	34595	110	25	32563	16	11	28381	8	5	44769	390	30					
	HIGH SALARY	82620			59930			49660			40000			34824			82620							
	LOW SALARY	36087			30000			22500			22500			22100			22100							
	FAC MIX PCT	0.39			0.31			0.28			0.04			0.02			1.00							
	SALARY FACTOR	1.04			1.01			1.00			0.95			1.06			1.06							
#1	AVERAGE SALARY	50296	72		40879	91		34000	85		31998	13		25725	3		41069	251						
	HIGH SALARY	82620			59930			49660			40000			27504			82620							
	LOW SALARY	36087			30000			22500			22500			24170			22500							
	FAC MIX PCT	0.29			0.36			0.34			0.05			0.01			1.00							
	SALARY FACTOR	0.95			0.98			0.98			0.94			0.96			0.97							
#2	AVERAGE SALARY	59135	79		47151	30		36618	25		35011	3		29975	5		51449	139						
	HIGH SALARY	70264			55488			45081			35350			34824			70264							
	LOW SALARY	39892			35347			29632			34824			22100			22100							
	FAC MIX PCT	0.57			0.22			0.18			0.02			0.04			1.00							
	SALARY FACTOR	1.12			1.13			1.05			1.02			1.12			1.21							

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING

GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: AREA AND ETHNIC STUDIES

MAJOR FIELD: AREA AND ETHNIC STUDIES

050000

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	55444	66	21	45409	55	23	34684	48	22	33296	4	4	23252	7	5	45365	176	36
	HIGH SALARY	70110			71500			46176			39984			26260			71500		
	LOW SALARY	38533			30533			25000			27000			21006			21006		
	FAC MIX PCT	0.38			0.31			0.27			0.02			0.04			1.00		
	SALARY FACTOR	1.05			1.08			1.00			0.97			0.87			1.07		
#1	AVERAGE SALARY	48642	18		43029	16		32722	23		30500	2		22941	5		39214	62	
	HIGH SALARY	67980			71500			43783			34000			24700			71500		
	LOW SALARY	39141			32045			25000			27000			21006			21006		
	FAC MIX PCT	0.29			0.26			0.37			0.03			0.08			1.00		
	SALARY FACTOR	0.92			1.03			0.94			0.89			0.86			0.93		
#2	AVERAGE SALARY	57995	48		46385	39		36488	25		36093	2		24029	2		48711	114	
	HIGH SALARY	70110			60274			46176			39984			26260			70110		
	LOW SALARY	38533			30533			26223			32201			21798			21798		
	FAC MIX PCT	0.42			0.34			0.22			0.02			0.02			1.00		
	SALARY FACTOR	1.10			1.11			1.05			1.06			0.90			1.15		

DISCIPLINE: BUSINESS AND MANAGEMENT

MAJOR FIELD: BUSINESS AND MANAGEMENT

060000

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS			
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	
ALL	AVERAGE SALARY	60741	512	77	50470	499	88	46399	584	87	49607	78	39	30133	144	38	50443	1739	97
	HIGH SALARY	101098			81478			73245			66300			56000			101098		
	LOW SALARY	34873			26070			19680			28000			17400			17400		
	FAC MIX PCT	0.29			0.29			0.34			0.04			0.08			1.00		
	SALARY FACTOR	1.15			1.20			1.34			1.45			1.12			1.19		
#1	AVERAGE SALARY	61088	363		51172	353		46437	433		48666	53		29428	95		50756	1244	
	HIGH SALARY	101098			76000			73000			66300			56000			101098		
	LOW SALARY	35000			26070			19680			28000			17400			17400		
	FAC MIX PCT	0.29			0.28			0.35			0.04			0.08			1.00		
	SALARY FACTOR	1.16			1.22			1.34			1.42			1.10			1.20		
#2	AVERAGE SALARY	59897	149		48773	146		46292	151		51602	25		31498	49		49654	495	
	HIGH SALARY	83914			81478			73245			65650			44986			83914		
	LOW SALARY	34873			31313			26492			32000			23149			23149		
	FAC MIX PCT	0.30			0.29			0.31			0.05			0.10			1.00		
	SALARY FACTOR	1.13			1.16			1.33			1.51			1.17			1.17		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING

GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: ACCOUNTING

060201

GROUP	PROFESSOR				ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	*****		*****		*****		*****		*****		*****		*****		*****				
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	
ALL	AVERAGE SALARY	62262	528	150	51784	580	174	46097	675	183	51749	92	65	30024	174	80	50714	1957	204
	HIGH SALARY	107201			78874			67607			66006			56000			107201		
	LOW SALARY	27000			21240			19680			28500			15912			15912		
	FAC MIX PCT	0.27			0.30			0.34			0.05			0.09			1.00		
	SALARY FACTOR	1.18			1.24			1.33			1.51			1.12			1.20		
#1	AVERAGE SALARY	61839	345		51449	396		46224	471		51757	65		29140	132		50094	1344	
	HIGH SALARY	107201			78874			67400			66006			56000			107201		
	LOW SALARY	27000			21240			19680			28500			15912			15912		
	FAC MIX PCT	0.26			0.29			0.35			0.05			0.10			1.00		
	SALARY FACTOR	1.17			1.23			1.33			1.51			1.09			1.18		
#2	AVERAGE SALARY	63059	183		52504	184		45804	204		51731	27		32803	42		52075	613	
	HIGH SALARY	88364			71063			67607			65650			52000			88364		
	LOW SALARY	43153			32201			26885			33000			24564			24564		
	FAC MIX PCT	0.30			0.30			0.33			0.04			0.07			1.00		
	SALARY FACTOR	1.19			1.25			1.32			1.51			1.22			1.23		

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS ADMN & MANAGEMENT, GENERAL 060401

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	57168	827	185	47701	869	191	42792	862	188	46213	125	77	27702	205	87	47519	2763	207
	HIGH SALARY	95089			78910			63640			80944			52800			95089		
	LOW SALARY	17150			19750			14688			17000			13500			13500		
	FAC MIX PCT	0.30			0.31			0.31			0.05			0.07			1.00		
	SALARY FACTOR	1.08			1.14			1.23			1.35			1.03			1.12		
#1	AVERAGE SALARY	55809	482		47667	558		43252	612		47169	94		27529	142		46754	1794	
	HIGH SALARY	95089			78910			63640			80944			52800			95089		
	LOW SALARY	23580			19750			14688			17000			14611			14611		
	FAC MIX PCT	0.27			0.31			0.34			0.05			0.08			1.00		
	SALARY FACTOR	1.06			1.14			1.25			1.38			1.03			1.10		
#2	AVERAGE SALARY	59066	345		47763	311		41664	250		43313	31		28091	63		48934	969	
	HIGH SALARY	90528			66835			59557			56560			45996			90528		
	LOW SALARY	17150			20000			17150			29000			13500			13500		
	FAC MIX PCT	0.36			0.32			0.26			0.03			0.07			1.00		
	SALARY FACTOR	1.12			1.14			1.20			1.27			1.05			1.16		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING

GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS

060501

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS			
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	
ALL	AVERAGE SALARY	56279	360	89	45458	287	96	40882	293	96	42139	28	23	29264	61	36	47023	1001	113
	HIGH SALARY	110976			72116			62596			60003			51000			110976		
	LOW SALARY	25330			25920			16950			30000			15500			15500		
	FAC MIX PCT	0.36			0.29			0.29			0.03			0.06			1.00		
	SALARY FACTOR	1.07			1.09			1.18			1.23			1.09			1.11		
#1	AVERAGE SALARY	56335	284		45552	226		41870	230		43473	22		28439	44		47417	784	
	HIGH SALARY	110976			72116			62596			60003			51000			110976		
	LOW SALARY	39130			25920			23820			30000			17400			17400		
	FAC MIX PCT	0.36			0.29			0.29			0.03			0.06			1.00		
	SALARY FACTOR	1.07			1.09			1.21			1.27			1.06			1.12		
#2	AVERAGE SALARY	56068	76		45107	61		37274	63		37249	6		31399	17		45598	217	
	HIGH SALARY	65844			55000			51219			46000			43213			65844		
	LOW SALARY	25330			31859			16950			31627			15500			15500		
	FAC MIX PCT	0.35			0.28			0.29			0.03			0.08			1.00		
	SALARY FACTOR	1.06			1.08			1.07			1.09			1.17			1.08		

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: HOTEL/MOTEL MANAGEMENT

060701

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	53264	19	9	46815	48	14	35955	55	16	40133	6	4	30887	9	6	42096	131	18
	HIGH SALARY	75764			66274			52000			52000			39000			75764		
	LOW SALARY	39473			37495			25960			30000			25500			25500		
	FAC MIX PCT	0.15			0.37			0.42			0.05			0.07			1.00		
	SALARY FACTOR	1.01			1.12			1.04			1.17			1.15			0.99		
#1	AVERAGE SALARY	54063	6		47651	16		34833	37		40133	6		31602	7		39346	66	
	HIGH SALARY	59636			66274			52000			52000			39000			66274		
	LOW SALARY	48556			37495			25960			30000			25500			25500		
	FAC MIX PCT	0.09			0.24			0.56			0.09			0.11			1.00		
	SALARY FACTOR	1.02			1.14			1.00			1.17			1.18			0.93		
#2	AVERAGE SALARY	52896	13		46398	32		38261	18					28384	2		44889	65	
	HIGH SALARY	75764			57767			44528						28384			75764		
	LOW SALARY	39473			38386			27435						28384			27435		
	FAC MIX PCT	0.20			0.49			0.28						0.03			1.00		
	SALARY FACTOR	1.00			1.11			1.10						1.06			1.06		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING

GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: BUSINESS AND MANAGEMENT
MAJOR FIELD: MARKETING MANAGEMENT

061401

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS			
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	
ALL	AVERAGE SALARY	61591	306	89	50796	256	86	47123	261	83	49273	44	36	29642	73	38	51689	896	110
	HIGH SALARY	123500			80000			63700			60000			55000			123500		
	LOW SALARY	33000			24739			25000			25000			18000			18000		
	FAC MIX PCT	0.34			0.29			0.29			0.05			0.08			1.00		
	SALARY FACTOR	1.17			1.21			1.36			1.44			1.11			1.22		
#1	AVERAGE SALARY	61293	183		50589	169		47478	200		49034	38		29271	51		51002	603	
	HIGH SALARY	123500			80000			63700			60000			55000			123500		
	LOW SALARY	33000			24739			25000			25000			18000			18000		
	FAC MIX PCT	0.30			0.28			0.33			0.06			0.08			1.00		
	SALARY FACTOR	1.16			1.21			1.37			1.43			1.09			1.20		
#2	AVERAGE SALARY	62034	123		51199	87		45957	61		50788	6		30501	22		53102	293	
	HIGH SALARY	87124			68319			60979			59085			36154			87124		
	LOW SALARY	43000			35499			33595			42000			22950			22950		
	FAC MIX PCT	0.42			0.30			0.21			0.02			0.08			1.00		
	SALARY FACTOR	1.17			1.22			1.32			1.49			1.14			1.25		

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DISCIPLINE: BUSINESS (ADMIN. SUPPORT)
MAJOR FIELD: SECRETARIAL & RELATED PROG. GEN

070601

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	47258	92	44	39162	113	44	32610	105	44	35573	7	5	24340	42	28	37555	352	63
	HIGH SALARY	66084			66882			50450			48000			39791			66882		
	LOW SALARY	23230			19450			19380			25002			14500			14500		
	FAC MIX PCT	0.26			0.32			0.30			0.02			0.12			1.00		
	SALARY FACTOR	0.89			0.93			0.94			1.04			0.91			0.89		
#1	AVERAGE SALARY	46145	75		38234	100		32367	96		35573	7		23738	36		36632	307	
	HIGH SALARY	66084			66882			50450			48000			39791			66882		
	LOW SALARY	23230			19450			19380			25002			14500			14500		
	FAC MIX PCT	0.24			0.33			0.31			0.02			0.12			1.00		
	SALARY FACTOR	0.87			0.91			0.93			1.04			0.89			0.86		
#2	AVERAGE SALARY	52166	17		46301	13		35194	9					27951	6		43848	45	
	HIGH SALARY	65844			52932			39416						29908			65844		
	LOW SALARY	41659			34742			24816						26492			24816		
	FAC MIX PCT	0.38			0.29			0.20						0.13			1.00		
	SALARY FACTOR	0.99			1.11			1.01						1.04			1.04		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING

GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS

090000

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	51019	464	151	40221	539	161	32285	693	178	31466	96	68	26471	270	94	38084	1966	195
HIGH SALARY	75332			64029			51222			43896			49437			75332		
LOW SALARY	30178			27789			11650			21250			8000			8000		
FAC MIX PCT	0.24			0.27			0.35			0.05			0.14			1.00		
SALARY FACTOR	0.97			0.96			0.93			0.92			0.99			0.90		
#1 AVERAGE SALARY	48065	257		38522	347		31059	460		30585	56		25720	203		35697	1267	
HIGH SALARY	74392			60442			44719			38000			49437			74392		
LOW SALARY	32495			28224			11650			21250			8000			8000		
FAC MIX PCT	0.20			0.27			0.36			0.04			0.16			1.00		
SALARY FACTOR	0.91			0.92			0.89			0.89			0.96			0.84		
#2 AVERAGE SALARY	54687	207		43291	192		34707	233		32699	40		28747	67		42410	699	
HIGH SALARY	75332			64029			51222			43896			42600			75332		
LOW SALARY	30178			27789			22311			27000			18603			18603		
FAC MIX PCT	0.30			0.27			0.33			0.06			0.10			1.00		
SALARY FACTOR	1.04			1.03			1.00			0.96			1.07			1.00		

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DISCIPLINE: COMMUNICATION TECHNOLOGIES
MAJOR FIELD: RADIO, TV PROD & BROADCASTING TECH 100104

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	54496	64	18	42103	48	18	33626	64	20	34972	7	4	30463	31	8	41570	207	25
HIGH SALARY	66393			55488			53150			43896			37780			66393		
LOW SALARY	37219			23700			19380			26008			23906			19380		
FAC MIX PCT	0.31			0.23			0.31			0.03			0.15			1.00		
SALARY FACTOR	1.03			1.01			0.97			1.02			1.14			0.98		
#1 AVERAGE SALARY	50875	27		38468	26		30889	35		29250	2		27596	11		37964	99	
HIGH SALARY	66393			50397			40105			30000			37780			66393		
LOW SALARY	37219			23700			19380			28500			23906			19380		
FAC MIX PCT	0.27			0.26			0.35			0.02			0.11			1.00		
SALARY FACTOR	0.96			0.92			0.89			0.86			1.03			0.90		
#2 AVERAGE SALARY	57139	37		46398	22		36929	29		37261	5		32039	20		44875	108	
HIGH SALARY	64944			55488			53150			43896			35714			64944		
LOW SALARY	38855			34097			26008			26008			24564			24564		
FAC MIX PCT	0.34			0.20			0.27			0.05			0.19			1.00		
SALARY FACTOR	1.08			1.11			1.06			1.09			1.19			1.06		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING

GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: COMPUTER & INFORMATION SCIENCE
MAJOR FIELD: COMPUTER & INFORMATION SCIENCES

110000

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR		ALL RANKS				
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	
ALL	AVERAGE SALARY	59466	537	171	48590	606	187	42045	700	201	44263	59	44	28037	184	86	47345	2027	227
	HIGH SALARY	118664			73267			61983			61000			52932			118664		
	LOW SALARY	33564			19750			23495			25000			10728			10728		
	FAC MIX PCT	0.26			0.30			0.35			0.03			0.09			1.00		
	SALARY FACTOR	1.13			1.16			1.21			1.29			1.05			1.12		
#1	AVERAGE SALARY	57001	291		47280	395		42207	483		44314	44		28032	150		45378	1319	
	HIGH SALARY	118664			73267			61000			61000			50000			118664		
	LOW SALARY	33564			19750			23495			25000			10728			10728		
	FAC MIX PCT	0.22			0.30			0.37			0.03			0.11			1.00		
	SALARY FACTOR	1.08			1.13			1.22			1.30			1.05			1.07		
#2	AVERAGE SALARY	62382	246		51042	211		41682	217		44114	15		28057	34		51009	708	
	HIGH SALARY	98909			66341			61983			51000			52932			98909		
	LOW SALARY	36370			33721			25754			35000			17289			17289		
	FAC MIX PCT	0.35			0.30			0.31			0.02			0.05			1.00		
	SALARY FACTOR	1.18			1.22			1.20			1.29			1.05			1.20		

18

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION

130000

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	50666	1299	150	40561	1071	156	33186	1062	154	32802	188	72	24836	188	62	41207	3620	167
	HIGH SALARY	88560			73666			53025			45000			44865			88560		
	LOW SALARY	22279			20399			16150			19944			12500			12500		
	FAC MIX PCT	0.36			0.30			0.29			0.05			0.05			1.00		
	SALARY FACTOR	0.96			0.97			0.96			0.96			0.93			0.97		
#1	AVERAGE SALARY	48268	829		39092	712		32276	698		32312	119		24361	147		39378	2386	
	HIGH SALARY	88560			73666			49214			45000			44865			88560		
	LOW SALARY	22279			20399			16150			19944			14400			14400		
	FAC MIX PCT	0.35			0.30			0.29			0.05			0.06			1.00		
	SALARY FACTOR	0.91			0.93			0.93			0.94			0.91			0.93		
#2	AVERAGE SALARY	54897	470		43474	359		34932	364		33648	69		26539	41		44742	1234	
	HIGH SALARY	80425			64161			53025			41904			42344			80425		
	LOW SALARY	29256			27788			22400			25400			12500			12500		
	FAC MIX PCT	0.38			0.29			0.29			0.06			0.03			1.00		
	SALARY FACTOR	1.04			1.04			1.01			0.98			0.99			1.06		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING

GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION

130301

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PRDF			INSTRUCTOR			ALL RANKS			
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	
ALL	AVERAGE SALARY	49380	374	65	40319	258	64	32500	333	63	30862	66	32	25095	92	27	39736	1057	71
	HIGH SALARY	72304			79763			48567			39500			43504			79763		
	LOW SALARY	30000			26637			19944			19944			15000			15000		
	FAC MIX PCT	0.35			0.24			0.32			0.06			0.09			1.00		
	SALARY FACTOR	0.93			0.96			0.94			0.90			0.94			0.94		
#1	AVERAGE SALARY	47543	274		38987	181		31563	232		31629	41		25056	81		38327	768	
	HIGH SALARY	70150			79763			48567			39500			43504			79763		
	LOW SALARY	30000			28724			19944			19944			15000			15000		
	FAC MIX PCT	0.36			0.24			0.30			0.05			0.11			1.00		
	SALARY FACTOR	0.90			0.93			0.91			0.92			0.93			0.90		
#2	AVERAGE SALARY	54416	100		43449	77		34651	101		29604	25		25388	11		43481	289	
	HIGH SALARY	72304			55488			43956			36375			31626			72304		
	LOW SALARY	31633			26637			24000			22309			19467			19467		
	FAC MIX PCT	0.35			0.27			0.35			0.09			0.04			1.00		
	SALARY FACTOR	1.03			1.04			1.00			0.87			0.95			1.03		

DISCIPLINE: EDUCATION
MAJOR FIELD: HIGHER EDUC ADMINISTRATION

130406

GROUP	PROFESSOR				ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	54065	173	41	42093	109	39	35053	92	36	37331	20	16	31944	17	1	45571	391	48
	HIGH SALARY	87027			62679			55488			55488			34824			87027		
	LOW SALARY	35348			30000			22716			25000			24564			22716		
	FAC MIX PCT	0.44			0.28			0.24			0.05			0.04			1.00		
	SALARY FACTOR	1.02			1.03			1.01			1.09			1.19			1.08		
#1	AVERAGE SALARY	52302	115		41450	70		33641	67		34214	13					44326	252	
	HIGH SALARY	80000			57683			43750			43000						80000		
	LOW SALARY	35348			30000			22716			25000						22716		
	FAC MIX PCT	0.46			0.28			0.27			0.05						1.00		
	SALARY FACTOR	0.99			0.99			0.97			1.00						1.05		
#2	AVERAGE SALARY	57559	58		46043	39		38837	25		43120	7		31944	17		47828	139	
	HIGH SALARY	87027			62679			55488			55488			34824			87027		
	LOW SALARY	40160			31505			27595			29000			24564			24564		
	FAC MIX PCT	0.42			0.28			0.18			0.05			0.12			1.00		
	SALARY FACTOR	1.09			1.10			1.12			1.26			1.19			1.13		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING

GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION, GENERAL

131001

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	51712	305	81	40844	183	80	33362	184	78	32002	42	32	28458	70	27	42287	742	102
	HIGH SALARY	74298			57934			46058			40000			34824			74298		
	LOW SALARY	33910			23340			18000			18000			15399			15399		
	FAC MIX PCT	0.41			0.25			0.25			0.06			0.09			1.00		
	SALARY FACTOR	0.98			0.98			0.96			0.94			1.06			1.00		
#1	AVERAGE SALARY	47510	130		37797	83		31544	112		31122	28		25734	22		38652	347	
	HIGH SALARY	63410			57102			40698			40000			34650			63410		
	LOW SALARY	33910			23340			18000			18000			17400			17400		
	FAC MIX PCT	0.37			0.24			0.32			0.08			0.06			1.00		
	SALARY FACTOR	0.90			0.90			0.91			0.91			0.96			0.91		
#2	AVERAGE SALARY	54834	175		43373	100		36191	72		33763	14		29706	48		45480	395	
	HIGH SALARY	74298			57934			46058			39984			34824			74298		
	LOW SALARY	35502			27575			25506			28300			15399			15399		
	FAC MIX PCT	0.44			0.25			0.18			0.04			0.12			1.00		
	SALARY FACTOR	1.04			1.04			1.04			0.99			1.11			1.07		

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT COUNSELING & PERSONNEL SERV 131101

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	50773	242	68	40622	181	65	33398	158	60	33426	28	22	31899	14	10	42627	595	74
	HIGH SALARY	78494			63686			49307			48306			43501			78494		
	LOW SALARY	33408			28270			24300			26000			23832			23832		
	FAC MIX PCT	0.41			0.30			0.27			0.05			0.02			1.00		
	SALARY FACTOR	0.96			0.97			0.96			0.98			1.19			1.01		
#1	AVERAGE SALARY	48385	165		38821	113		32396	108		32506	15		27064	7		40861	393	
	HIGH SALARY	78494			55199			49307			48306			33765			78494		
	LOW SALARY	33408			28270			24300			26000			23832			23832		
	FAC MIX PCT	0.42			0.29			0.27			0.04			0.02			1.00		
	SALARY FACTOR	0.92			0.93			0.93			0.95			1.01			0.96		
#2	AVERAGE SALARY	55893	77		43616	68		35564	50		34488	13		36735	7		46064	202	
	HIGH SALARY	73225			63686			49143			45310			43501			73225		
	LOW SALARY	34803			29124			27595			29000			24029			24029		
	FAC MIX PCT	0.38			0.34			0.25			0.06			0.03			1.00		
	SALARY FACTOR	1.06			1.04			1.02			1.01			1.37			1.09		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING

GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION, GENERAL PROGRAMS 131200

GROUP	PROFESSOR				ASSOC PROF				ASST PROF				NEW ASST PROF				INSTRUCTOR				ALL RANKS			
	SALARY		NUM N/IS		SALARY		NUM N/IS		SALARY		NUM N/IS		SALARY		NUM N/IS		SALARY		NUM N/IS		SALARY		NUM N/IS	
ALL	AVERAGE SALARY	49893	565	96	41114	418	96	33333	529	95	32651	94	50	27963	138	50	40525	1650	104					
	HIGH SALARY	111750			58129			49026			43896			43501			111750							
	LOW SALARY	31878			28800			21750			21750			14688			14688							
	FAC MIX PCT	0.34			0.25			0.32			0.06			0.08			1.00							
	SALARY FACTOR	0.94			0.98			0.96			0.95			1.04			0.96							
#1	AVERAGE SALARY	46746	337		38588	242		32070	305		30988	50		26057	58		38492	952						
	HIGH SALARY	111750			52752			46286			39900			39660			111750							
	LOW SALARY	34112			29094			21750			21750			16363			16363							
	FAC MIX PCT	0.35			0.25			0.32			0.05			0.07			1.00							
	SALARY FACTOR	0.89			0.92			0.92			0.91			0.97			0.91							
#2	AVERAGE SALARY	54545	228		44586	176		35053	224		34541	44		29814	70		43298	598						
	HIGH SALARY	75159			58129			49026			43896			43501			75159							
	LOW SALARY	31878			28800			24029			26000			14688			14688							
	FAC MIX PCT	0.33			0.25			0.32			0.06			0.10			1.00							
	SALARY FACTOR	1.03			1.06			1.01			1.01			1.11			1.02							

DISCIPLINE: EDUCATION
MAJOR FIELD: INDUSTRIAL ARTS EDUCATION 131309

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	51488	171	45	41261	132	46	34295	145	45	33278	18	13	28102	46	25	41531	494	57
	HIGH SALARY	70850			60631			43956			39900			35618			70850		
	LOW SALARY	35550			28650			18000			18000			18340			18000		
	FAC MIX PCT	0.35			0.27			0.29			0.04			0.09			1.00		
	SALARY FACTOR	0.97			0.98			0.99			0.97			1.05			0.98		
#1	AVERAGE SALARY	48240	92		40033	85		34298	103		33700	15		26929	20		39707	300	
	HIGH SALARY	66863			60631			43860			39900			32215			66863		
	LOW SALARY	37680			28650			18000			18000			18340			18000		
	FAC MIX PCT	0.31			0.28			0.34			0.05			0.07			1.00		
	SALARY FACTOR	0.91			0.96			0.99			0.99			1.00			0.94		
#2	AVERAGE SALARY	55270	79		43481	47		34288	42		31167	3		29005	26		44351	194	
	HIGH SALARY	70850			55488			43956			36000			35618			70850		
	LOW SALARY	35550			29682			25500			25500			21069			21069		
	FAC MIX PCT	0.41			0.24			0.22			0.02			0.13			1.00		
	SALARY FACTOR	1.05			1.04			0.99			0.91			1.08			1.05		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING

GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION

131314

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	50230	654	178	40698	691	194	33504	880	206	31867	88	56	27995	505	134	38312	2730	222
	HIGH SALARY	85414			73820			54141			50532			45640			85414		
	LOW SALARY	18879			20450			16150			20000			14025			14025		
	FAC MIX PCT	0.24			0.25			0.32			0.03			0.18			1.00		
	SALARY FACTOR	0.95			0.97			0.97			0.93			1.04			0.90		
#1	AVERAGE SALARY	46765	378		38521	388		32385	563		30426	62		28127	345		36176	1674	
	HIGH SALARY	85414			61200			54141			40587			45640			85414		
	LOW SALARY	18879			24518			16150			20000			14025			14025		
	FAC MIX PCT	0.23			0.23			0.34			0.04			0.21			1.00		
	SALARY FACTOR	0.89			0.92			0.93			0.89			1.05			0.85		
#2	AVERAGE SALARY	54976	276		43485	303		35493	317		35304	26		27711	160		41698	1056	
	HIGH SALARY	79545			73820			53816			50532			43501			79545		
	LOW SALARY	24870			20450			17150			27000			15310			15310		
	FAC MIX PCT	0.26			0.29			0.30			0.02			0.15			1.00		
	SALARY FACTOR	1.04			1.04			1.02			1.03			1.03			0.98		

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION

131315

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS			
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	
ALL	AVERAGE SALARY	50846	73	32	41763	66	29	34605	71	34	32485	8	7	25050	46	16	39364	256	50
	HIGH SALARY	80859			58129			49026			39900			46176			80859		
	LOW SALARY	33384			29795			23334			27000			18411			18411		
	FAC MIX PCT	0.29			0.26			0.28			0.03			0.18			1.00		
	SALARY FACTOR	0.96			1.00			1.00			0.95			0.93			0.93		
#1	AVERAGE SALARY	45172	40		36833	31		32824	43		34345	4		23398	35		34759	149	
	HIGH SALARY	65294			51204			39900			39900			31950			65294		
	LOW SALARY	34410			30830			23334			29580			18411			18411		
	FAC MIX PCT	0.27			0.21			0.29			0.03			0.23			1.00		
	SALARY FACTOR	0.86			0.88			0.95			1.00			0.87			0.82		
#2	AVERAGE SALARY	57723	33		46129	35		37340	28		30625	4		30305	11		45778	107	
	HIGH SALARY	80859			58129			49026			35500			46176			80859		
	LOW SALARY	33384			29795			25264			27000			21000			21000		
	FAC MIX PCT	0.31			0.33			0.26			0.04			0.10			1.00		
	SALARY FACTOR	1.09			1.10			1.08			0.90			1.13			1.08		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING

GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING

140000

GROUP	PROFESSOR				ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR		ALL RANKS			
	SALARY	NUM	N/IS		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	60028	1040	73	48658	864	78	42343	690	77	43261	106	39	31236	189	28	50158	2783	87
	HIGH SALARY	133224			78716			58280			56442			51001			133224		
	LOW SALARY	21752			24750			17150			28500			16790			16790		
	FAC MIX PCT	0.37			0.31			0.25			0.04			0.07			1.00		
	SALARY FACTOR	1.14			1.16			1.22			1.27			1.16			1.18		
#1	AVERAGE SALARY	61025	588		48943	574		42796	509		42950	80		33498	49		50814	1720	
	HIGH SALARY	133224			78716			58280			56442			51001			133224		
	LOW SALARY	21752			32640			27375			28500			19500			19500		
	FAC MIX PCT	0.34			0.33			0.30			0.05			0.03			1.00		
	SALARY FACTOR	1.16			1.17			1.23			1.26			1.25			1.20		
#2	AVERAGE SALARY	58731	452		48094	290		41071	181		44220	26		30444	140		49096	1063	
	HIGH SALARY	101030			65280			56362			51072			40590			101030		
	LOW SALARY	24270			24750			17150			35350			16790			16790		
	FAC MIX PCT	0.43			0.27			0.17			0.02			0.13			1.00		
	SALARY FACTOR	1.11			1.15			1.18			1.29			1.14			1.16		

DISCIPLINE: ENGINEERING TECHNOLOGIES
MAJOR FIELD: ENGINEERING RELATED TECHNOLOGIES

150000

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	49873	276	68	40757	349	78	35022	350	74	34108	39	25	28172	108	37	39971	1083	85
	HIGH SALARY	75270			59928			47882			44000			45612			75270		
	LOW SALARY	31152			17753			19580			18720			14772			14772		
	FAC MIX PCT	0.25			0.32			0.32			0.04			0.10			1.00		
	SALARY FACTOR	0.94			0.97			1.01			1.00			1.05			0.94		
#1	AVERAGE SALARY	47033	210		39529	272		34576	279		33834	35		27132	87		38485	848	
	HIGH SALARY	71400			56373			47882			42000			45612			71400		
	LOW SALARY	31152			17753			19580			18720			14772			14772		
	FAC MIX PCT	0.25			0.32			0.33			0.04			0.10			1.00		
	SALARY FACTOR	0.89			0.94			1.00			0.99			1.01			0.91		
#2	AVERAGE SALARY	58909	66		45098	77		36773	71		36500	4		32481	21		45334	235	
	HIGH SALARY	75270			59928			44940			44000			37000			75270		
	LOW SALARY	35811			31694			27889			30000			23985			23985		
	FAC MIX PCT	0.28			0.33			0.30			0.02			0.09			1.00		
	SALARY FACTOR	1.12			1.08			1.06			1.07			1.21			1.07		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING

GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES

160000

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	51637	651	187	39705	645	197	31447	724	202	30276	104	73	24692	242	101	38889	2262	235
	HIGH SALARY	110502			58738			49026			43896			43501			110502		
	LOW SALARY	11539			19450			16150			22400			12105			11539		
	FAC MIX PCT	0.29			0.29			0.32			0.05			0.11			1.00		
	SALARY FACTOR	0.98			0.95			0.91			0.89			0.92			0.92		
#1	AVERAGE SALARY	47571	340		37241	378		30298	473		29186	68		23650	164		35764	1355	
	HIGH SALARY	110502			54774			45402			36500			35375			110502		
	LOW SALARY	11539			19450			16150			23750			12105			11539		
	FAC MIX PCT	0.25			0.28			0.35			0.05			0.12			1.00		
	SALARY FACTOR	0.90			0.89			0.87			0.85			0.88			0.84		
#2	AVERAGE SALARY	56083	311		43195	267		33611	251		32334	36		26883	78		43558	907	
	HIGH SALARY	90110			58738			49026			43896			43501			90110		
	LOW SALARY	24830			20750			17700			22400			14000			14000		
	FAC MIX PCT	0.34			0.29			0.28			0.04			0.09			1.00		
	SALARY FACTOR	1.06			1.03			0.97			0.95			1.00			1.03		

DISCIPLINE: ALLIED HEALTH
MAJOR FIELD: ALLIED HEALTH

170000

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	49281	127	49	40937	229	70	33052	328	67	32220	35	26	27209	154	47	36592	838	86
	HIGH SALARY	76378			130699			50738			46000			47320			130699		
	LOW SALARY	30596			22992			18050			23000			13000			13000		
	FAC MIX PCT	0.15			0.27			0.39			0.04			0.18			1.00		
	SALARY FACTOR	0.93			0.98			0.95			0.94			1.01			0.86		
#1	AVERAGE SALARY	46780	74		39680	129		33099	245		31580	25		27806	113		35350	561	
	HIGH SALARY	76378			130699			50490			46000			47320			130699		
	LOW SALARY	30596			22992			18050			23000			14700			14700		
	FAC MIX PCT	0.13			0.23			0.44			0.04			0.20			1.00		
	SALARY FACTOR	0.89			0.95			0.95			0.92			1.04			0.83		
#2	AVERAGE SALARY	52774	53		42558	100		32911	83		33819	10		25562	41		39106	277	
	HIGH SALARY	70110			63907			50738			41915			39984			70110		
	LOW SALARY	32076			26700			22452			28000			13000			13000		
	FAC MIX PCT	0.19			0.36			0.30			0.04			0.15			1.00		
	SALARY FACTOR	1.00			1.02			0.95			0.99			0.95			0.92		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING

GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: ALLIED HEALTH
MAJOR FIELD: OCCUPATIONAL THERAPY

170807

GROUP	PROFESSOR				ASSOC PROF				ASST PROF				NEW ASST PROF				INSTRUCTOR				ALL RANKS			
	SALARY		NUM N/IS		SALARY		NUM N/IS		SALARY		NUM N/IS		SALARY		NUM N/IS		SALARY		NUM N/IS		SALARY		NUM N/IS	
ALL	AVERAGE SALARY	52774	13	5	43021	30	12	37293	48	14	37073	5	4	30451	25	10	39034	116	17					
	HIGH SALARY	68500			66484			49026			41000			37080			68500							
	LOW SALARY	36762			23340			28160			30500			14772			14772							
	FAC MIX PCT	0.11			0.26			0.41			0.04			0.22			1.00							
	SALARY FACTOR	1.00			1.03			1.07			1.08			1.14			0.92							
#1	AVERAGE SALARY	51068	8		41438	20		38543	14		38250	2		29677	16		38823	58						
	HIGH SALARY	68500			66484			48410			41000			37080			68500							
	LOW SALARY	36762			23340			28233			35500			14772			14772							
	FAC MIX PCT	0.14			0.34			0.24			0.03			0.28			1.00							
	SALARY FACTOR	0.97			0.99			1.11			1.12			1.11			0.92							
#2	AVERAGE SALARY	55502	5		46186	10		36779	34		36288	3		31826	9		39246	58						
	HIGH SALARY	60960			58129			49026			39984			34824			60960							
	LOW SALARY	50532			35566			28160			30500			24564			24564							
	FAC MIX PCT	0.09			0.17			0.59			0.05			0.16			1.00							
	SALARY FACTOR	1.05			1.10			1.06			1.06			1.19			0.93							

DISCIPLINE: ALLIED HEALTH
MAJOR FIELD: PHYSICAL THERAPY

170813

GROUP	PROFESSOR				ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	51357	21	13	41483	57	25	36472	71	25	40352	7	6	28718	33	15	38352	182	30
	HIGH SALARY	62353			66484			52031			51791			41794			66484		
	LOW SALARY	33096			20388			19380			29459			17136			17136		
	FAC MIX PCT	0.12			0.31			0.39			0.04			0.18			1.00		
	SALARY FACTOR	0.97			0.99			1.05			1.18			1.07			0.91		
#1	AVERAGE SALARY	50637	11		40738	25		36430	43		40438	4		30414	21		37806	100	
	HIGH SALARY	62353			66484			52031			51791			40872			66484		
	LOW SALARY	38494			23340			19380			29459			17400			17400		
	FAC MIX PCT	0.11			0.25			0.43			0.04			0.21			1.00		
	SALARY FACTOR	0.96			0.97			1.05			1.18			1.13			0.89		
#2	AVERAGE SALARY	52148	10		42065	32		36535	28		40238	3		25749	12		39018	82	
	HIGH SALARY	61751			63907			45832			41915			41794			63907		
	LOW SALARY	33096			20388			22452			39390			17136			17136		
	FAC MIX PCT	0.12			0.39			0.34			0.04			0.15			1.00		
	SALARY FACTOR	0.99			1.00			1.05			1.18			0.96			0.92		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING

GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: HEALTH SCIENCES
MAJOR FIELD: SPEECH PATHOLOGY/AUDIOLOGY

180103

GROUP	PROFESSOR				ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	*****				*****			*****			*****			*****			*****		
	SALARY	NUM	N/IS		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	53774	193	68	41330	178	70	34186	188	70	31252	23	17	26227	57	34	41650	616	85
	HIGH SALARY	125664			58599			93367			43956			40237			125664		
	LOW SALARY	36593			25588			22000			22000			20196			20196		
	FAC MIX PCT	0.31			0.29			0.31			0.04			0.09			1.00		
	SALARY FACTOR	1.02			0.99			0.98			0.91			0.98			0.98		
#1	AVERAGE SALARY	51447	118		39586	113		33063	120		29568	18		26295	42		39735	393	
	HIGH SALARY	125664			58599			93367			36819			37374			125664		
	LOW SALARY	36593			25588			22000			22000			20373			20373		
	FAC MIX PCT	0.30			0.29			0.31			0.05			0.11			1.00		
	SALARY FACTOR	0.97			0.94			0.95			0.86			0.98			0.94		
#2	AVERAGE SALARY	57434	75		44360	65		36167	68		37315	5		26037	15		45026	223	
	HIGH SALARY	90110			58129			47601			43956			40237			90110		
	LOW SALARY	38970			27000			24399			32201			20196			20196		
	FAC MIX PCT	0.34			0.29			0.30			0.02			0.07			1.00		
	SALARY FACTOR	1.09			1.06			1.04			1.09			0.97			1.06		

DISCIPLINE: HEALTH SCIENCES
MAJOR FIELD: NURSING, GENERAL

181101

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP		*****			*****			*****			*****			*****			*****		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	51127	275	112	40774	803	168	33179	1468	174	32027	121	68	27972	469	103	36029	3015	182
	HIGH SALARY	89296			64071			59392			43955			49608			89296		
	LOW SALARY	25830			20200			13552			22500			13500			13500		
	FAC MIX PCT	0.09			0.27			0.49			0.04			0.16			1.00		
	SALARY FACTOR	0.97			0.97			0.96			0.94			1.04			0.85		
#1	AVERAGE SALARY	49340	145		40240	556		32618	1126		31811	95		27838	383		34804	2210	
	HIGH SALARY	86231			64071			59392			43955			49608			86231		
	LOW SALARY	31961			23340			13552			22500			15000			13552		
	FAC MIX PCT	0.07			0.25			0.51			0.04			0.17			1.00		
	SALARY FACTOR	0.93			0.96			0.94			0.93			1.04			0.82		
#2	AVERAGE SALARY	53121	130		41977	247		35025	342		32814	26		28572	86		39391	805	
	HIGH SALARY	89296			56654			48389			43896			38469			89296		
	LOW SALARY	25830			20200			17400			26500			13500			13500		
	FAC MIX PCT	0.16			0.31			0.42			0.03			0.11			1.00		
	SALARY FACTOR	1.01			1.00			1.01			0.96			1.07			0.93		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING

GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS

190000

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	50737	172	66	40520	292	83	33541	328	90	32493	42	27	26729	121	59	38109	913	105
	HIGH SALARY	88171			88787			58176			58176			42420			88787		
	LOW SALARY	22810			26496			20333			20333			12996			12996		
	FAC MIX PCT	0.19			0.32			0.36			0.05			0.13			1.00		
	SALARY FACTOR	0.96			0.97			0.97			0.95			1.00			0.90		
#1	AVERAGE SALARY	48445	107		38628	192		32541	239		31369	30		26000	93		36125	631	
	HIGH SALARY	88171			88787			49976			47430			42420			88787		
	LOW SALARY	22810			27156			20333			20333			12996			12996		
	FAC MIX PCT	0.17			0.30			0.38			0.05			0.15			1.00		
	SALARY FACTOR	0.92			0.92			0.94			0.92			0.97			0.85		
#2	AVERAGE SALARY	54509	65		44152	100		36225	89		35301	12		29150	28		42548	282	
	HIGH SALARY	84278			61331			58176			58176			36154			84278		
	LOW SALARY	34722			26496			26820			27886			17496			17496		
	FAC MIX PCT	0.23			0.35			0.32			0.04			0.10			1.00		
	SALARY FACTOR	1.03			1.05			1.04			1.03			1.09			1.00		

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS

230000

GROUP	PROFESSOR				ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	*****				*****			*****			*****			*****			*****		
	SALARY	NUM	N/IS		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	50198	2094	258	39167	1677	257	31224	1734	260	30504	238	139	23866	866	162	38550	6371	267
	HIGH SALARY	106080			70945			52483			50532			42078			106080		
	LOW SALARY	24480			17144			14000			14000			12978			12978		
	FAC MIX PCT	0.33			0.26			0.27			0.04			0.14			1.00		
	SALARY FACTOR	0.95			0.93			0.90			0.89			0.89			0.91		
#1	AVERAGE SALARY	46645	1178		37178	1053		30107	1193		29458	158		23263	659		35597	4083	
	HIGH SALARY	106080			70945			52483			39900			42978			106080		
	LOW SALARY	28247			17144			14000			14000			12978			12978		
	FAC MIX PCT	0.29			0.26			0.29			0.04			0.16			1.00		
	SALARY FACTOR	0.88			0.89			0.87			0.86			0.87			0.84		
#2	AVERAGE SALARY	54768	916		42523	624		33687	541		32570	80		25785	207		43821	2288	
	HIGH SALARY	96655			65397			50532			50532			41869			96655		
	LOW SALARY	24480			20450			17150			20500			13500			13500		
	FAC MIX PCT	0.40			0.27			0.24			0.03			0.09			1.00		
	SALARY FACTOR	1.04			1.02			0.97			0.95			0.96			1.03		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING

GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: LIBRARY AND ARCHIVAL SCIENCES
MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES

250000

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS			
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	
ALL	AVERAGE SALARY	52285	103	38	41266	132	44	33882	167	44	31050	12	12	27064	35	17	39903	437	56
	HIGH SALARY	81814			57312			49026			37868			43501			81814		
	LOW SALARY	27704			22640			17003			21667			17280			17003		
	FAC MIX PCT	0.24			0.30			0.38			0.03			0.08			1.00		
	SALARY FACTOR	0.99			0.99			0.98			0.91			1.01			0.94		
#1	AVERAGE SALARY	50175	57		37693	72		30279	63		30071	8		23154	17		37679	209	
	HIGH SALARY	80250			57312			44355			36000			29200			80250		
	LOW SALARY	27704			22640			17003			21667			17280			17003		
	FAC MIX PCT	0.27			0.34			0.30			0.04			0.08			1.00		
	SALARY FACTOR	0.95			0.90			0.87			0.88			0.86			0.89		
#2	AVERAGE SALARY	54899	46		45553	60		36065	104		33010	4		30757	18		41942	228	
	HIGH SALARY	81814			56217			49026			37868			43501			81814		
	LOW SALARY	36081			27817			24403			27000			19906			19906		
	FAC MIX PCT	0.20			0.26			0.46			0.02			0.08			1.00		
	SALARY FACTOR	1.04			1.09			1.04			0.97			1.15			0.99		

DISCIPLINE: LIFE SCIENCES
MAJOR FIELD: LIFE SCIENCES

260000

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	51051	1794	263	41058	1040	240	33287	878	224	31209	133	91	24802	137	79	43364	3849	270
	HIGH SALARY	133278			82284			54982			43000			49873			133278		
	LOW SALARY	20430			21000			16500			19884			13000			13000		
	FAC MIX PCT	0.47			0.27			0.23			0.03			0.04			1.00		
	SALARY FACTOR	0.97			0.98			0.96			0.91			0.92			1.02		
#1	AVERAGE SALARY	48470	1088		39540	692		32319	624		30700	102		24486	108		40966	2512	
	HIGH SALARY	124150			82284			54982			43000			49873			124150		
	LOW SALARY	29181			22824			16500			19884			13000			13000		
	FAC MIX PCT	0.43			0.28			0.25			0.04			0.04			1.00		
	SALARY FACTOR	0.92			0.94			0.93			0.90			0.91			0.97		
#2	AVERAGE SALARY	55028	706		44076	348		35665	254		32885	31		25977	29		47869	1337	
	HIGH SALARY	133278			66937			52679			42000			34824			133278		
	LOW SALARY	20430			21000			17700			25750			15300			15300		
	FAC MIX PCT	0.53			0.26			0.19			0.02			0.02			1.00		
	SALARY FACTOR	1.04			1.05			1.03			0.96			0.97			1.13		

FACULTY SALARY SURVEY

GROUP #1 NON COLLECTIVE BARGAINING

GROUP #2 COLLECTIVE BARGAINING

DISCIPLINE MATHEMATICS
MAJOR FIELD MATHEMATICS

270000

GROUP	PROFESSOR				ASSOC. PROF.		ASST. PROF.		NEW ASST. PROF.		INSTRUCTOR		ALL RANKS						
	SALARY	NUM	N/IS		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS			
ALL	AVERAGE SALARY:	53438	1513	249	41304	1337	255	34271	1366	252	33562	189	112	25219	586	153	41163	4802	270
	HIGH SALARY:	121726			69300			56941			50000			43501			123726		
	LOW SALARY:	23580			19000			16150			24000			13293			13293		
	FAC MIX PCT:	0.12			0.28			0.28			0.04			0.12			1.00		
	SALARY FACTOR:	1.343			0.99			0.99			0.98			0.94			0.97		
#1	AVERAGE SALARY:	50569	848		40101	879		33667	964		33369	139		24389	448		38695	3135	
	HIGH SALARY:	121726			69300			50293			49500			40080			123726		
	LOW SALARY:	23580			19000			16150			24000			14500			14500		
	FAC MIX PCT:	0.27			0.28			0.31			0.04			0.14			1.00		
	SALARY FACTOR:	1.96			0.96			0.97			0.98			0.91			0.91		
#2	AVERAGE SALARY:	53157	669		43614	458		35719	402		34096	50		27911	138		45805	1667	
	HIGH SALARY:	120000			63630			56941			50000			43501			120000		
	LOW SALARY:	24980			20450			16950			26019			13293			13293		
	FAC MIX PCT:	0.40			0.27			0.24			0.03			0.08			1.00		
	SALARY FACTOR:	1.08			1.04			1.03			1.00			1.04			1.08		

DISCIPLINE MULTI-INTERDISCIPLINARY STUDY
MAJOR FIELD MULTI-INTERDISCIPLINARY STUDIES

300000

GROUP	PROFESSOR			ASSOC. PROF.			ASST. PROF.			NEW ASST. PROF.			INSTRUCTOR			ALL RANKS			
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	
ALL	AVERAGE SALARY	50465	119	37	37131	137	27	30152	167	29	31472	12	7	25772	48	13	36868	471	45
	HIGH SALARY	105066			55680			56455			39290			39984			105066		
	LOW SALARY	22149			23700			19380			26550			13221			13221		
	FAC MIX PCT	0.25			0.29			0.35			0.03			0.10			1.00		
	SALARY FACTOR	1.96			0.89			0.87			0.92			0.96			0.87		
#1	AVERAGE SALARY	49616	77		36797	118		29586	151		30908	9		23289	36		35257	382	
	HIGH SALARY	105066			55680			56455			39290			35000			105066		
	LOW SALARY	22149			23700			19380			26550			13221			13221		
	FAC MIX PCT	0.20			0.31			0.40			0.02			0.09			1.00		
	SALARY FACTOR	0.94			0.88			0.85			0.90			0.87			0.83		
#2	AVERAGE SALARY	52023	42		39202	19		35498	16		33164	3		33221	12		43780	89	
	HIGH SALARY	60960			55488			45261			34824			39984			60960		
	LOW SALARY	44265			30656			26492			30668			24564			24564		
	FAC MIX PCT	0.47			0.21			0.18			0.03			0.13			1.00		
	SALARY FACTOR	0.98			0.94			1.02			0.97			1.24			1.03		

FACULTY SALARY SURVEY

GROUP #1 NON COLLECTIVE BARGAINING

GROUP #2 COLLECTIVE BARGAINING

		DISCIPLINE		PHILOSOPHY AND RELIGION		MAJOR FIELD		PHILOSOPHY AND RELIGION		380000					
		PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS			
GROUP		SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
ALL	AVERAGE SALARY	52590	522 165	40221	329 137	31927	291 130	30496	40 34	27608	35 23	43281	1177 193		
	HIGH SALARY	99885		77947		53687		39984		43896		99885			
	LOW SALARY	19133		25000		21600		24000		19998		19133			
	FAC MIX PCT	0.44		0.28		0.25		0.03		0.03		1.00			
	SALARY FACTOR	1.00		0.96		0.92		0.89		1.03		1.02			
#1	AVERAGE SALARY	48484	277	37860	195	30256	173	29495	23	25500	23	39870	668		
	HIGH SALARY	94000		55200		46020		35001		32700		94000			
	LOW SALARY	19133		25000		22947		24000		19998		19133			
	FAC MIX PCT	0.41		0.29		0.26		0.03		0.03		1.00			
	SALARY FACTOR	0.92		0.90		0.87		0.86		0.95		0.94			
#2	AVERAGE SALARY	57232	245	43657	134	34375	118	31851	17	31649	12	47756	509		
	HIGH SALARY	99885		77947		53687		39984		43896		99885			
	LOW SALARY	32201		28251		21600		26500		22400		21600			
	FAC MIX PCT	0.48		0.26		0.23		0.03		0.02		1.00			
	SALARY FACTOR	1.08		1.04		0.99		0.93		1.18		1.13			

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		DISCIPLINE		PHYSICAL SCIENCES		MAJOR FIELD		PHYSICAL SCIENCES		400000					
		PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS			
GROUP		SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
ALL	AVERAGE SALARY	53627	315 69	40002	171 58	33636	170 58	33322	27 18	26230	47 22	43647	703 83		
	HIGH SALARY	129046		60800		53672		44090		36879		129046			
	LOW SALARY	29896		15000		24060		25400		17837		15000			
	FAC MIX PCT	0.45		0.24		0.24		0.04		0.07		1.00			
	SALARY FACTOR	1.02		0.95		0.97		0.97		0.98		1.03			
#1	AVERAGE SALARY	52152	213	38416	121	33569	129	35360	16	25704	40	41978	503		
	HIGH SALARY	129046		60800		51000		44090		36879		129046			
	LOW SALARY	29896		15000		24060		27000		17837		15000			
	FAC MIX PCT	0.42		0.24		0.26		0.03		0.08		1.00			
	SALARY FACTOR	0.99		0.92		0.97		1.03		0.96		0.99			
#2	AVERAGE SALARY	56707	102	43842	50	33844	41	30359	11	29234	7	47842	200		
	HIGH SALARY	94257		58930		53672		37875		34824		94257			
	LOW SALARY	37302		33859		25400		25400		24564		24564			
	FAC MIX PCT	0.51		0.25		0.21		0.06		0.04		1.00			
	SALARY FACTOR	1.07		1.05		0.97		0.89		1.09		1.13			

FACULTY SALARY SURVEY

GROUP #1 NON COLLECTIVE BARGAINING

GROUP #2 COLLECTIVE BARGAINING

		DISCIPLINE		PHYSICAL SCIENCES													
		MAJOR FIELD		CHEMISTRY, GENERAL													
		PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS					
		SALARY		SALARY		SALARY		SALARY		SALARY		SALARY		SALARY		SALARY	
		NUM N/IS		NUM N/IS		NUM N/IS		NUM N/IS		NUM N/IS		NUM N/IS		NUM N/IS		NUM N/IS	
GROUP																	
ALL	AVERAGE SALARY	53452	1188 222	40489	497 192	33232	520 183	32471	88 73	25611	78 46	45073	2283 241				
	HIGH SALARY	164248		64243		49306		42000		55488		164248					
	LOW SALARY	21998		19750		16580		18747		12310		12310					
	FAC MIX PCT	0 52		0 22		0 23		0 04		0 03		1 00					
	SALARY FACTOR	1 01		0 97		0 96		0 95		0 96		1 06					
#1	AVERAGE SALARY	50655	700	39061	331	32513	362	31921	59	23642	51	42495	1444				
	HIGH SALARY	164248		59202		49306		40000		29445		164248					
	LOW SALARY	21998		19750		16580		18747		12310		12310					
	FAC MIX PCT	0 48		0 23		0 25		0 04		0 04		1 00					
	SALARY FACTOR	0 96		0 93		0 94		0 93		0 88		1 00					
#2	AVERAGE SALARY	57465	488	43338	166	34880	158	33590	29	29331	27	49510	839				
	HIGH SALARY	103200		64243		49026		42000		55488		103200					
	LOW SALARY	25230		21000		17400		25000		14500		14500					
	FAC MIX PCT	0 58		0 20		0 19		0 03		0 03		1 00					
	SALARY FACTOR	1 09		1 03		1 00		0 98		1 09		1 17					

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		DISCIPLINE		PHYSICAL SCIENCES													
		MAJOR FIELD		GEOLOGY													
		PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS					
		SALARY		SALARY		SALARY		SALARY		SALARY		SALARY		SALARY		SALARY	
		NUM N/IS		NUM N/IS		NUM N/IS		NUM N/IS		NUM N/IS		NUM N/IS		NUM N/IS		NUM N/IS	
GROUP																	
ALL	AVERAGE SALARY	53168	432 122	40716	245 107	33087	167 90	32437	26 25	30307	29 15	45072	873 143				
	HIGH SALARY	102040		71948		52750		43896		43501		102040					
	LOW SALARY	26181		19824		17400		24300		23000		17400					
	FAC MIX PCT	0 49		0 28		0 19		0 03		0 03		1 00					
	SALARY FACTOR	1 01		0 97		0 95		0 95		1 13		1 06					
#1	AVERAGE SALARY	50353	235	39327	173	32256	119	31293	16	25774	9	42363	536				
	HIGH SALARY	102040		71948		46131		35000		29040		102040					
	LOW SALARY	26181		19824		24591		26250		23000		19824					
	FAC MIX PCT	0 44		0 32		0 22		0 03		0 02		1 00					
	SALARY FACTOR	0 95		0 94		0 93		0 92		0 96		1 00					
#2	AVERAGE SALARY	56525	197	44056	72	35149	48	34268	10	32347	20	49381	337				
	HIGH SALARY	87818		59187		52750		43896		43501		87818					
	LOW SALARY	36622		24160		17400		24300		24029		17400					
	FAC MIX PCT	0 58		0 21		0 14		0 03		0 06		1 00					
	SALARY FACTOR	1 07		1 05		1 01		1 00		1 21		1 17					

FACULTY SALARY SURVEY

GROUP #1 NON COLLECTIVE BARGAINING

GROUP #2 COLLECTIVE BARGAINING

		DISCIPLINE PHYSICAL SCIENCES MAJOR FIELD PHYSICS, GENERAL 400801															
		PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS					
GROUP		SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
ALL	AVERAGE SALARY	55088	901 193	42070	426 163	34862	330 150	33406	64 48	24872	46 32	47095	1703 219				
	HIGH SALARY	202878		61000		53672		45000		35566		202878					
	LOW SALARY	24580		19750		17150		25000		14772		14772					
	FAC MIX PCT	0 53		0 25		0 19		0 04		0 03		1 00					
	SALARY FACTOR	1 04		1 00		1 00		0 98		0 93		1 11					
#1	AVERAGE SALARY	52341	486	40724	271	33982	221	32686	37	24695	37	44233	1015				
	HIGH SALARY	202878		57274		45000		45000		35566		202878					
	LOW SALARY	32179		19750		19435		25000		14772		14772					
	FAC MIX PCT	0 48		0 27		0 22		0 04		0 04		1 00					
	SALARY FACTOR	0 99		0 97		0 98		0 96		0 92		1 04					
#2	AVERAGE SALARY	58304	415	44423	155	36645	109	34392	27	25601	9	51317	688				
	HIGH SALARY	103200		61000		53672		42000		34824		103200					
	LOW SALARY	24580		23960		17150		25000		15500		15500					
	FAC MIX PCT	0 60		0 23		0 16		0 04		0 01		1 00					
	SALARY FACTOR	1 10		1 06		1 06		1 01		0 95		1 21					

		DISCIPLINE PSYCHOLOGY MAJOR FIELD PSYCHOLOGY 420000															
		PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS					
GROUP		SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
ALL	AVERAGE SALARY	53207	1431 239	41221	930 239	33838	834 220	31318	141 92	27544	99 52	44147	3294 257				
	HIGH SALARY	137004		132138		121138		39900		45410		137004					
	LOW SALARY	28000		18669		15000		15000		14688		14688					
	FAC MIX PCT	0 43		0 28		0 25		0 04		0 03		1 00					
	SALARY FACTOR	1 01		0 98		0 97		0 92		1 03		1 04					
#1	AVERAGE SALARY	50230	774	39504	573	33392	563	31105	97	26700	64	41551	1974				
	HIGH SALARY	137004		132138		121138		39900		45410		137004					
	LOW SALARY	28000		25394		15000		15000		18000		15000					
	FAC MIX PCT	0 39		0 29		0 29		0 05		0 03		1 00					
	SALARY FACTOR	0 95		0 94		0 96		0 91		1 00		0 98					
#2	AVERAGE SALARY	56715	657	43976	357	34766	271	31786	44	29088	35	48030	1320				
	HIGH SALARY	100259		62870		49026		39408		34824		100259					
	LOW SALARY	32427		18669		24300		24300		14688		14688					
	FAC MIX PCT	0 50		0 27		0 21		0 03		0 03		1 00					
	SALARY FACTOR	1 07		1 05		1 00		0 93		1 08		1 13					

FACULTY SALARY SURVEY

GROUP #1 NON COLLECTIVE BARGAINING

GROUP #2 COLLECTIVE BARGAINING

DISCIPLINE PROTECTIVE SERVICES
MAJOR FIELD PROTECTIVE SERVICES

430000

GROUP	PROFESSOR				ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS						
	SALARY	NUM	N/15		SALARY	NUM	N/15	SALARY	NUM	N/15	SALARY	NUM	N/15	SALARY	NUM	N/15			
ALL	AVERAGE SALARY	48969	110	53	39089	148	60	32270	151	59	31907	18	15	28961	38	25	38279	447	72
	HIGH SALARY	79538			59177			43956			42000			43579			79538		
	LOW SALARY	32616			26451			22000			24000			16826			16826		
	FAC MIX PCT	0.25			0.33			0.34			0.04			0.09			1.00		
	SALARY FACTOR	0.93			0.93			0.93			0.93			1.05			0.90		
#1	AVERAGE SALARY	45267	67		38232	98		31767	109		32286	13		26853	31		36310	305	
	HIGH SALARY	72000			59177			42000			42000			38000			72000		
	LOW SALARY	32616			26451			22000			24000			16826			16826		
	FAC MIX PCT	0.22			0.32			0.36			0.04			0.10			1.00		
	SALARY FACTOR	0.86			0.91			0.92			0.94			1.00			0.86		
#2	AVERAGE SALARY	54737	43		40770	50		33576	42		30922	5		33410	7		42509	142	
	HIGH SALARY	79538			57228			43956			34000			43579			79538		
	LOW SALARY	26154			26568			26500			28000			24564			24564		
	FAC MIX PCT	0.30			0.35			0.30			0.04			0.08			1.00		
	SALARY FACTOR	1.04			0.97			0.97			0.90			1.25			1.00		

DISCIPLINE PUBLIC AFFAIRS
MAJOR FIELD SOCIAL WORK - GENERAL

440701

GROUP		PROFESSOR				ASSOC PROF		ASST PROF		NEW ASST PROF				INSTRUCTOR		ALL RANKS			
		SALARY	NUM	N/15		SALARY	NUM	N/15	SALARY	NUM	N/15		SALARY	NUM	N/15	SALARY	NUM	N/15	
ALL	AVERAGE SALARY	53235	187	62	42694	260	87	33835	137	86	32589	30	25	29924	71	25	41326	755	111
	HIGH SALARY	98102			64940			53387			43896			43573			98102		
	LOW SALARY	26952			23500			23232			24545			21900			21900		
	FAC MIX PCT	0.25			0.34			0.31			0.04			0.09			1.00		
	SALARY FACTOR	1.01			1.02			0.97			0.95			1.12			0.98		
#1	AVERAGE SALARY	48922	77		41067	168		32612	163		30589	22		28257	31		38400	439	
	HIGH SALARY	68867			54897			48953			36300			37860			68867		
	LOW SALARY	26952			23500			23500			24545			22250			22250		
	FAC MIX PCT	0.18			0.38			0.37			0.05			0.07			1.00		
	SALARY FACTOR	0.93			0.98			0.94			0.89			1.05			0.91		
#2	AVERAGE SALARY	56255	110		45664	92		36563	74		38086	8		31216	40		45390	316	
	HIGH SALARY	98102			64940			53387			43896			41673			98102		
	LOW SALARY	34974			33432			23232			31000			21900			21900		
	FAC MIX PCT	0.35			0.29			0.23			0.03			0.13			1.00		
	SALARY FACTOR	1.07			1.09			1.05			1.11			1.16			1.07		

FACULTY SALARY SURVEY

GROUP #1 NON-COLLECTIVE BARGAINING

GROUP #2 COLLECTIVE BARGAINING

DISCIPLINE SOCIAL SCIENCES
MAJOR FIELD SOCIAL SCIENCES

450000

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	50997	380	70	39359	350	66	30688	317	66	30621	44	25	26475	63	23	40135	1110	84
HIGH SALARY	139000			70000			45893			40800			40243			139000		
LOW SALARY	24230			19450			12979			24026			15500			12979		
FAC MIX PCT	0 34			0 32			0 29			0 04			0 06			1 00		
SALARY FACTOR	0 97			0 94			0 88			0 90			0 99			0 95		
#1 AVERAGE SALARY	47939	215		36615	198		29725	206		30188	26		23394	34		37481	653	
HIGH SALARY	139000			70000			41768			40800			31800			139000		
LOW SALARY	31493			19450			12979			24026			17400			12979		
FAC MIX PCT	0 33			0 30			0 32			0 04			0 05			1 00		
SALARY FACTOR	0 91			0 87			0 86			0 88			0 87			0 88		
#2 AVERAGE SALARY	54982	165		42934	152		32473	111		31245	18		30088	29		43927	457	
HIGH SALARY	96479			69023			45893			39984			40243			96479		
LOW SALARY	24230			21000			17150			27000			15500			15500		
FAC MIX PCT	0 36			0 33			0 24			0 04			0 06			1 00		
SALARY FACTOR	1 04			1 02			0 94			0 91			1 12			1 04		

DISCIPLINE SOCIAL SCIENCES
MAJOR FIELD ANTHROPOLOGY

450201

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	53304	238	85	40661	174	80	31907	133	66	30666	28	20	28834	14	5	43665	559	113
HIGH SALARY	103200			69022			43956			37500			37118			103200		
LOW SALARY	36094			28809			25000			25000			22167			22167		
FAC MIX PCT	0 43			0 31			0 24			0 05			0 03			1 00		
SALARY FACTOR	1 01			0 97			0 92			0 90			1 08			1 03		
#1 AVERAGE SALARY	49547	108		38040	104		30750	82		30450	15		24155	5		39965	299	
HIGH SALARY	70831			57313			37500			37500			27500			70831		
LOW SALARY	36600			28809			25000			25000			23319			23319		
FAC MIX PCT	0 36			0 35			0 27			0 05			0 02			1 00		
SALARY FACTOR	0 94			0 91			0 89			0 89			0 90			0 94		
#2 AVERAGE SALARY	56425	130		44555	70		33768	51		30915	13		31433	9		47919	260	
HIGH SALARY	103200			69022			43956			36927			37118			103200		
LOW SALARY	36094			28825			25654			27000			22167			22167		
FAC MIX PCT	0 50			0 27			0 20			0 05			0 03			1 00		
SALARY FACTOR	1 07			1 06			0 97			0 90			1 17			1 13		

FACULTY SALARY SURVEY

GROUP #1, NON COLLECTIVE BARGAINING

GROUP #2 COLLECTIVE BARGAINING

DISCIPLINE SOCIAL SCIENCES
MAJOR FIELD ECONOMICS

450601

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	57682	473 109	45192	360 112		38535	340 96		38950	52 32		30267	55 30		47491	1228 127	
	HIGH SALARY	146774		71654			53737			46500			50537			146774		
	LOW SALARY	30000		29799			15000			28000			16650			15000		
	FAC MIX PCT	0 39		0 29			0 28			0 04			0 04			1 00		
	SALARY FACTOR	1 09		1 08			1 11			1 14			1 13			1 12		
#1	AVERAGE SALARY	57144	254	43602	201		38027	194		39160	34		29219	30		46439	679	
	HIGH SALARY	146774		71654			50000			46034			45900			146774		
	LOW SALARY	30000		29799			22293			28000			20500			20500		
	FAC MIX PCT	0 37		0 30			0 29			0 05			0 04			1 00		
	SALARY FACTOR	1 08		1 04			1 10			1 15			1 09			1 10		
#2	AVERAGE SALARY	58305	219	47203	159		39209	146		38555	18		31524	25		48791	549	
	HIGH SALARY	90110		69634			53737			46500			50537			90110		
	LOW SALARY	32424		32190			15000			29207			16650			15000		
	FAC MIX PCT	0 40		0 29			0 27			0 03			0 05			1 00		
	SALARY FACTOR	1 10		1 13			1 13			1 13			1 18			1 15		

DISCIPLINE SOCIAL SCIENCES
MAJOR FIELD GEOGRAPHY

450701

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	52146	318	110	40707	233	104	33170	199	97	32644	27	25	27959	27	19	43015	777	135
	HIGH SALARY	82663			63797			73866			40284			37316			82663		
	LOW SALARY	32742			28643			22950			22950			18607			18607		
	FAC MIX PCT	0.41			0.30			0.26			0.03			0.03			1.00		
	SALARY FACTOR	0.99			0.97			0.96			0.95			1.04			1.02		
#1	AVERAGE SALARY	49648	174		39129	152		31808	123		31221	19		26284	16		40686	465	
	HIGH SALARY	81600			53980			44652			37843			33300			81600		
	LOW SALARY	35248			28643			22950			22950			18607			18607		
	FAC MIX PCT	0.37			0.33			0.26			0.04			0.03			1.00		
	SALARY FACTOR	0.94			0.93			0.92			0.91			0.98			0.96		
#2	AVERAGE SALARY	55165	144		43669	81		35374	76		36026	8		30396	11		46486	312	
	HIGH SALARY	82663			63797			73866			40284			37316			82663		
	LOW SALARY	32742			30033			26000			27000			24564			24564		
	FAC MIX PCT	0.46			0.26			0.24			0.03			0.04			1.00		
	SALARY FACTOR	1.04			1.04			1.02			1.05			1.13			1.10		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING

GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY

450801

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	51432	1398	239	39904	699	209	31350	590	193	30265	112	74	27429	67	45	43619	2754	245
	HIGH SALARY	103200			69023			66751			40365			48478			103200		
	LOW SALARY	27101			17050			20050			22500			14500			14500		
	FAC MIX PCT	0.51			0.25			0.21			0.04			0.02			1.00		
	SALARY FACTOR	0.97			0.95			0.90			0.89			1.02			1.03		
#1	AVERAGE SALARY	48325	850		37920	466		30299	412		29652	77		26225	43		40857	1771	
	HIGH SALARY	95707			58000			66751			39900			48478			95707		
	LOW SALARY	27101			17050			20050			22500			14500			14500		
	FAC MIX PCT	0.48			0.26			0.23			0.04			0.02			1.00		
	SALARY FACTOR	0.91			0.91			0.87			0.87			0.98			0.96		
#2	AVERAGE SALARY	56250	548		43871	233		33782	178		31612	35		29587	24		48596	983	
	HIGH SALARY	103200			69023			49288			40365			43501			103200		
	LOW SALARY	35663			27441			22572			22572			22885			22572		
	FAC MIX PCT	0.56			0.24			0.18			0.04			0.02			1.00		
	SALARY FACTOR	1.06			1.05			0.97			0.92			1.10			1.15		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT

451001

GROUP		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	53069	779	214	40642	502	191	32203	518	185	31563	86	65	27102	66	45	43009	1865	234
	HIGH SALARY	97949			69944			50400			43860			43501			97949		
	LOW SALARY	20357			26100			20500			21456			14688			14688		
	FAC MIX PCT	0.42			0.27			0.28			0.05			0.04			1.00		
	SALARY FACTOR	1.00			0.97			0.93			0.92			1.01			1.02		
#1	AVERAGE SALARY	50160	457		39249	337		31460	354		31183	57		26194	46		40613	1194	
	HIGH SALARY	97949			69944			50400			43860			36364			97949		
	LOW SALARY	34300			26782			21456			21456			14688			14688		
	FAC MIX PCT	0.38			0.28			0.30			0.05			0.04			1.00		
	SALARY FACTOR	0.95			0.94			0.91			0.91			0.98			0.96		
#2	AVERAGE SALARY	57198	322		43487	165		33808	164		32310	29		29192	20		47274	671	
	HIGH SALARY	90110			61068			47601			38537			43501			90110		
	LOW SALARY	20357			26100			20500			27000			21600			20357		
	FAC MIX PCT	0.48			0.25			0.24			0.04			0.03			1.00		
	SALARY FACTOR	1.08			1.04			0.97			0.94			1.09			1.12		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING

GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY

451101

GROUP	PROFESSOR				ASSOC PROF				ASST PROF				NEW ASST PROF				INSTRUCTOR				ALL RANKS			
	SALARY		NUM N/IS		SALARY		NUM N/IS		SALARY		NUM N/IS		SALARY		NUM N/IS		SALARY		NUM N/IS		SALARY		NUM N/IS	
ALL	AVERAGE SALARY	51692	703	174	40819	584	193	32786	456	167	31530	64	47	27347	53	39	42638	1796	218					
	HIGH SALARY	91617			60968			47601			41904			43501			91617							
	LOW SALARY	34000			27823			14438			23000			20025			14438							
	FAC MIX PCT	0.39			0.33			0.25			0.04			0.03			1.00							
	SALARY FACTOR	0.98			0.97			0.94			0.92			1.02			1.01							
#1	AVERAGE SALARY	47969	377		38749	359		31586	319		31042	45		24984	31		39452	1086						
	HIGH SALARY	91617			60089			46931			39900			31098			91617							
	LOW SALARY	34000			27823			14438			23000			21500			14438							
	FAC MIX PCT	0.35			0.33			0.29			0.04			0.03			1.00							
	SALARY FACTOR	0.91			0.92			0.91			0.91			0.93			0.93							
#2	AVERAGE SALARY	55998	326		44122	225		35581	137		32685	19		30677	22		47510	710						
	HIGH SALARY	89729			60968			47601			41904			43501			89729							
	LOW SALARY	34722			28808			24767			25000			20025			20025							
	FAC MIX PCT	0.46			0.32			0.19			0.03			0.03			1.00							
	SALARY FACTOR	1.06			1.05			1.02			0.96			1.14			1.12							

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: VISUAL AND PERFORMING ARTS

500000

GROUP	PROFESSOR				ASSOC PROF				ASST PROF				NEW ASST PROF				INSTRUCTOR				ALL RANKS			
	*****				*****				*****				*****				*****				*****			
	SALARY	NUM	N/IS		SALARY	NUM	N/IS		SALARY	NUM	N/IS		SALARY	NUM	N/IS		SALARY	NUM	N/IS		SALARY	NUM	N/IS	
ALL	AVERAGE SALARY	48456	366	79	38109	345	78		30593	356	87		29290	57	34		26567	59	30		38491	1126	97	
	HIGH SALARY	130157			72494				56238				42536				51285				130157			
	LOW SALARY	29000			22973				21470				22772				10710				10710			
	FAC MIX PCT	0.33			0.31				0.32				0.05				0.05				1.00			
	SALARY FACTOR	0.92			0.91				0.88				0.86				0.99				0.91			
#1	AVERAGE SALARY	45657	213		36097	213			28791	234			28023	37			24410	39			35912	699		
	HIGH SALARY	89874			72494				56238				42536				51285				89874			
	LOW SALARY	29000			22973				21470				22772				10710				10710			
	FAC MIX PCT	0.30			0.30				0.33				0.05				0.06				1.00			
	SALARY FACTOR	0.86			0.86				0.83				0.82				0.91				0.85			
#2	AVERAGE SALARY	52352	153		41356	132			34049	122			31635	20			30774	20			42712	427		
	HIGH SALARY	130157			58129				47601				36612				48192				130157			
	LOW SALARY	32593			27802				25598				26481				20085				20085			
	FAC MIX PCT	0.36			0.31				0.29				0.05				0.05				1.00			
	SALARY FACTOR	0.99			0.99				0.98				0.93				1.15				1.01			

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING

GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: DRAMATIC ARTS

500501

GROUP	PROFESSOR				ASSOC PROF				ASST PROF				NEW ASST PROF				INSTRUCTOR				ALL RANKS			
	SALARY		NUM N/IS		SALARY		NUM N/IS		SALARY		NUM N/IS		SALARY		NUM N/IS		SALARY		NUM N/IS		SALARY		NUM N/IS	
ALL	AVERAGE SALARY	52188	282	104	38596	294	118	31040	321	119	29164	57	45	26400	57	32	39342	954	152					
	HIGH SALARY	90110			66935			43896			38208			38208			90110							
	LOW SALARY	34265			25173			19827			19827			15975			15975							
	FAC MIX PCT	0.30			0.31			0.34			0.06			0.06			1.00							
	SALARY FACTOR	0.99			0.92			0.89			0.85			0.98			0.93							
#1	AVERAGE SALARY	47576	147		36838	188		29601	204		27430	33		24801	31		36362	570						
	HIGH SALARY	85065			53141			43386			34083			31152			85065							
	LOW SALARY	35030			26788			19827			19827			19250			19250							
	FAC MIX PCT	0.26			0.33			0.36			0.06			0.05			1.00							
	SALARY FACTOR	0.90			0.88			0.85			0.80			0.92			0.86							
#2	AVERAGE SALARY	57210	135		41713	106		33549	117		31550	24		28306	26		43766	384						
	HIGH SALARY	90110			66935			43896			38208			38208			90110							
	LOW SALARY	34265			25173			23940			25000			15975			15975							
	FAC MIX PCT	0.35			0.28			0.30			0.06			0.07			1.00							
	SALARY FACTOR	1.08			1.00			0.97			0.92			1.06			1.03							

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: DRAWING

500705

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	48473	797	160	38351	598	164	31248	542	161	29041	79	58	27164	110	46	39810	2047	190
	HIGH SALARY	88210			58129			55826			39984			50572			88210		
	LOW SALARY	23822			25475			15813			19485			12500			12500		
	FAC MIX PCT	0.39			0.29			0.26			0.04			0.05			1.00		
	SALARY FACTOR	0.92			0.92			0.90			0.85			1.01			0.94		
#1	AVERAGE SALARY	44357	445		36315	397		30063	369		28007	52		24513	65		36710	1276	
	HIGH SALARY	75102			54060			55826			38000			50572			75102		
	LOW SALARY	23822			25475			21000			21000			12500			12500		
	FAC MIX PCT	0.35			0.31			0.29			0.04			0.05			1.00		
	SALARY FACTOR	0.84			0.87			0.87			0.82			0.91			0.87		
#2	AVERAGE SALARY	53677	352		42371	201		33776	173		31032	27		30993	45		44940	771	
	HIGH SALARY	88210			58129			46176			39984			35254			88210		
	LOW SALARY	28498			28422			15813			19485			21519			15813		
	FAC MIX PCT	0.46			0.26			0.22			0.04			0.06			1.00		
	SALARY FACTOR	1.02			1.01			0.97			0.91			1.16			1.06		

FACULTY SALARY SURVEY

GROUP #1: NON-COLLECTIVE BARGAINING

GROUP #2: COLLECTIVE BARGAINING

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: MUSIC, GENERAL

500901

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS			
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	
ALL	AVERAGE SALARY	48910	1103	198	38199	992	200	31132	930	200	29769	120	81	26385	225	93	38993	3250	230
	HIGH SALARY	128000			57021			55500			44532			45996			128000		
	LOW SALARY	22644			16280			18000			18000			10710			10710		
	FAC MIX PCT	0.3			0.31			0.29			0.04			0.07			1.00		
	SALARY FACTOR	0.93			0.91			0.90			0.87			0.98			0.92		
#1	AVERAGE SALARY	46017	656		36555	686		29919	667		29323	84		25427	144		36637	2153	
	HIGH SALARY	128000			57021			55500			39900			39000			128000		
	LOW SALARY	22644			16280			18000			18000			10710			10710		
	FAC MIX PCT	0.30			0.32			0.31			0.04			0.07			1.00		
	SALARY FACTOR	0.87			0.87			0.86			0.86			0.95			0.87		
#2	AVERAGE SALARY	53156	447		41884	306		34206	263		30810	36		28089	81		43617	1097	
	HIGH SALARY	90110			55488			47601			44532			45996			90110		
	LOW SALARY	31975			26506			19733			21000			13000			13000		
	FAC MIX PCT	0.41			0.28			0.24			0.03			0.07			1.00		
	SALARY FACTOR	1.01			1.00			0.99			0.90			1.05			1.03		

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL	AVERAGE SALARY	52819	28347		41891	23180		34718	23929		34197	3358		26813	6653		42352	82109	290
	HIGH SALARY	202878			132138			121138			80944			56000			202878		
	LOW SALARY	11539			15000			11650			14000			8000			8000		
	FAC MIX PCT	0.35			0.28			0.29			0.04			0.08			1.00		
	SALARY FACTOR	1.00			1.00			1.00			1.00			1.00			1.00		
#1	AVERAGE SALARY	50269	16464		40512	15002		34078	16531		33886	2299		25948	4624		40263	52621	
	HIGH SALARY	202878			132138			121138			80944			56000			202878		
	LOW SALARY	11539			15000			11650			14000			8000			8000		
	FAC MIX PCT	0.31			0.29			0.31			0.04			0.09			1.00		
	SALARY FACTOR	0.95			0.97			0.98			0.99			0.97			0.95		
#2	AVERAGE SALARY	56351	11883		44420	8178		36149	7398		34872	1059		28784	2029		46077	29488	
	HIGH SALARY	133278			81478			73866			65650			55488			133278		
	LOW SALARY	17150			18669			15000			19485			12500			12500		
	FAC MIX PCT	0.40			0.28			0.25			0.04			0.07			1.00		
	SALARY FACTOR	1.07			1.06			1.04			1.02			1.07			1.09		



APPENDIX B
LIST OF PARTICIPATING
INSTITUTIONS



APPENDIX B

LIST OF PARTICIPATING INSTITUTIONS

	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
Adams State College (CO) - - - - -			*	*	*	*	*	*	*	*
Alabama Agricultural and Mechanical University (AL) - - - - -							*		*	
ALABAMA STATE UNIVERSITY (AL) - - - - -	*	*	*	*	*	*	*	*	*	*
Albany State College (GA) - - - - -			*		*	*	*	*		
Alcorn State University (MS) - - - - -							*			
Angelo State University (TX) - - - - -		*	*	*	*	*	*	*	*	*
APPALACHIAN STATE UNIVERSITY (NC) - - - - -	*	*	*	*	*	*	*	*	*	*
Arecibo Technological University College (PR) - - - - -			**	**						
Arkansas State University (AR) - - - - -	*	*	*	**	*	*	*		*	*
ARKANSAS TECH UNIVERSITY (AR) - - - - -	*	*	*	*	*	*	*	*	*	*
Armstrong State College (GA) - - - - -			*	*		*	*		*	*
Athens State College (AL) - - - - -				*						
Auburn University at Montgomery (AL) - - - - -		*	*	*	*	*	*	*	*	*
AUGUSTA COLLEGE (GA) - - - - -	*	*	*	*	*	*	*	*	*	*
Austin Peay State University (TN) - - - - -		*			*	*	*	*	*	*
Ball State University (IN) - - - - -		*		*	*			*	*	*
Bayamon Technological University College (PR) - - - - -				*	*					*
Bemidji State University (MN) - - - - -	*				**	**	**	**	**	**
BLACK HILLS STATE COLLEGE (SD) - - - - -	*	*	**	**	**	**	**	**	**	**
Bloomsburg University of Pennsylvania (PA) - - - - -							*	*	*	*
Bluefield State College (WV) - - - - -		*	*	*	*	*	*	*	*	*
Boise State University (ID) - - - - -	*	*	*	*		*		*	*	
Bowie State University (MD) - - - - -	*	*	*				*	*	*	*
Bowling Green State University (OH) - - - - -	*		*		*	*	*			
Bridgewater State College (MA) - - - - -					**	**		*	**	**
California Maritime Academy (CA) - - - - -	*		**					*	*	*
California Polytechnic State University San Luis Obispo (CA) - - - - -	*	*					**	**	**	**
California State Polytechnic University-Pomona (CA) - - - - -	*					*	*	*		

Those institutions listed in CAPITAL LETTERS have participated in each of the ten years of the survey.

The "double asterisk" symbol (**) denotes those participating institutions which have collective bargaining contracts (CBCs) with their faculties. Even though many of the participating institutions may have had CBCs previously, this information was not requested until the 1984-85 survey and has been continued since. Ninety (90) of the 290 participating institutions (31%) had CBCs during 1991-92.

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
California State University-Bakersfield (CA)			★	★	★	★		★		★
California State University-Chico (CA) - -								★		
California State University-Dominguez Hills (CA) - - - - -	★		★	★		★		★	★	★
California State University-Fresno (CA) - -		★		★				★	★	★
California State University-Fullerton (CA) - - - - -		★	★	★			★	★	★	★
California State University-Hayward (CA) -	★	★	★	★	★	★		★		
California State University-Long Beach (CA) - - - - -	★	★	★	★	★	★	★		★	
California State University-Los Angeles (CA) - - - - -			★			★	★	★	★	★
California State University-Northridge (CA) - - - - -	★		★							
California State University-Sacramento (CA) - - - - -						★	★		★	
California State University-San Bernardino (CA) - - - - -	★		★	★				★	★	
California State University-Stanislaus (CA) - - - - -	★			★	★	★	★		★	★
California University of Pennsylvania (PA)	★	★	★	★	★	★	★	★	★	
Cameron University (OK) - - - - -	★	★				★	★	★		
CASTLETON STATE COLLEGE (VT) - - - - -	★	★	★	★	★	★	★	★	★	★
Cayey University College (PR) - - - - -	★	★	★		★				★	
Central Connecticut State University (CT) -	★	★	★	★	★	★	★	★	★	
Central Michigan University (MI) - - - - -	★	★	★	★			★	★	★	★
Central Missouri State University (MO) - - -	★		★	★	★	★	★	★	★	★
Central Washington University (WA) - - - - -	★		★	★	★	★	★	★		
Chadron State College (NE) - - - - -	★	★	★		★	★	★	★		★
Chicago State University (IL) - - - - -	★		★	★	★					★
Christopher Newport College (VA) - - - - -	★	★	★	★	★		★	★	★	★
Citadel, (The) Military College of South Carolina (SC) - - - - -			★	★	★	★	★	★	★	★
City University of New York-Bernard M. Baruch College (NY) - - - - -		★	★							
City University of New York-Brooklyn College (NY) - - - - -						★				★
City University of New York-College of Staten Island, The (NY) - - - - -			★	★	★	★	★	★	★	★
City University of New York-Graduate School and University Center (NY) - - - - -				★	★					★
City University of New York, Herbert H. Lehman College (NY) - - - - -		★				★		★		
City University of New York-John Jay College of Criminal Justice - - -	★	★	★		★	★	★			
CLARION UNIVERSITY OF PENNSYLVANIA (PA) - -	★	★	★	★	★	★	★	★	★	★

Participating Institutions (continued):

82-83 83-84 84-85 85-86 86-87 87-88 88-89 89-90 90-91 91-92

Cleveland State University (OH) - - - - -									
Clinch Valley College of the University of Virginia (VA) - - - - -									
College of Charleston (SC) - - - - -									
College of William and Mary (VA) - - - - -									
COLUMBUS COLLEGE (GA) - - - - -									
Concord College (WV) - - - - -									
Coppin State College (MD) - - - - -									
Corpus Christi State University (TX) - - - - -									
Dakota State College (SD) - - - - -									
DELTA STATE UNIVERSITY (MS) - - - - -									
Dickinson State University (ND) - - - - -									
East Central University (OK) - - - - -									
East Stroudsburg University of Pennsylvania (PA) - - - - -									
East Tennessee State University (TN) - - - - -									
East Texas State University at Commerce (TX)									
East Texas State University at Texarkana (TX) - - - - -									
EASTERN CONNECTICUT STATE UNIVERSITY (CT) -									
Eastern Illinois University (IL) - - - - -									
Eastern Kentucky University (KY) - - - - -									
Eastern Michigan University (MI) - - - - -									
Eastern Montana College (MT) - - - - -									
Eastern New Mexico University (NM) - - - - -									
Eastern Oregon State College (OR) - - - - -									
Eastern Washington University (WA) - - - - -									
EDINBORO UNIVERSITY OF PENNSYLVANIA (PA) - -									
Elizabeth City State University (NC) - - - - -									
Emporia State University (KS) - - - - -									
Fairmont State College (WV) - - - - -									
Fayetteville State University (NC) - - - - -									
Fitchburg State College (MD) - - - - -									
Florida Agricultural and Mechanical University (FL) - - - - -									
Florida Atlantic University (FL) - - - - -									
Florida International University (FL) - - - - -									
FORT HAYS STATE UNIVERSITY (KS) - - - - -									
Fort Lewis College (CO) - - - - -									
Framingham State College (MA) - - - - -									
FRANCIS MARION COLLEGE (SC) - - - - -									
FROSTBURG STATE UNIVERSITY (MD) - - - - -									
GEORGE MASON UNIVERSITY (VA) - - - - -									
GEORGIA COLLEGE (GA) - - - - -									
GEORGIA SOUTHERN UNIVERSITY (GA) - - - - -									
Georgia Southwestern College (GA) - - - - -									
Georgia State University (GA) - - - - -									
Glassboro State College (NJ) - - - - -									
Glenville State College (WV) - - - - -									
Governors State University (IL) - - - - -									

Participating Institutions (continued): 82-83 83-84 84-85 85-86 86-87 87-88 88-89 89-90 90-91 91-92

Grambling State University (LA) - - - - -	★	★		★	★	★	★	★	★
GRAND VALLEY STATE UNIVERSITY (MI) - - - - -	★	★	★	★	★	★	★	★	★
HARRIS-STOWE STATE COLLEGE (MO) - - - - -	★	★	★	★	★	★	★	★	★
Henderson State University (AR) - - - - -	★	★	★		★	★		★	★
IDAHO STATE UNIVERSITY (ID) - - - - -	★	★	★	★	★	★	★	★	★
ILLINOIS STATE UNIVERSITY (IL) - - - - -	★	★	★	★	★	★	★	★	★
INDIANA STATE UNIVERSITY (IN) - - - - -	★	★	★	★	★	★	★	★	★
Indiana University at Bloomington (IN) - - -									★
Indiana University at Kokomo (IN) - - - - -									★
Indiana University at South Bend (IN) - - -									★
Indiana University East (IN) - - - - -	★		★		★				★
Indiana University Northwest (IN) - - - - -									★
Indiana University Southeast (IN) - - - - -									★
Indiana University of Pennsylvania (PA) - -			★★	★★	★★	★★	★★	★★	★★
Indiana University-Purdue University at Fort Wayne (IN) - - - - -									★
Indiana University-Purdue University at Indianapolis (IN) - - - - -									★
Jackson State University (MS) - - - - -	★			★	★	★	★	★	
Jacksonville State University (AL) - - - - -	★	★	★★		★	★	★	★	★
James Madison University (VA) - - - - -	★	★	★		★	★	★	★	★
Jersey City State College (NJ) - - - - -	★		★★				★★	★★	★★
Johnson State College (VT) - - - - -							★★		
Kean College of New Jersey (NJ) - - - - -					★★	★★	★★	★★	
Kearney State College (NE) - - - - -	★		★★		★★	★★	★★	★★	
Keene State College (NH) - - - - -		★	★★	★★	★★	★★	★★	★★	
KENNESAW STATE COLLEGE (GA) - - - - -	★	★	★	★	★	★	★	★★	★
Kent State University (OH) - - - - -	★			★★	★★	★★	★★	★★	★★
Kentucky State University (KY) - - - - -					★	★			
Kutztown University of Pennsylvania (PA) - -	★		★★	★★		★★	★★	★★	★★
La Montana Regional College (PR) - - - - -			★						
Lake Superior State University (MI) - - - - -	★	★	★	★★	★★	★★	★★	★★	
Lamar University-Beaumont (TX) - - - - -	★		★	★	★			★	★
Lander College (SC) - - - - -	★		★	★	★	★	★	★	★
Laredo State University (TX) - - - - -	★	★		★					★
Lewis-Clark State College (ID) - - - - -	★	★	★	★	★	★	★	★	
Lincoln University (MO) - - - - -							★	★	
Lincoln University of Pennsylvania (PA) - -	★				★★	★★	★★	★★	★★
Livingston University (AL) - - - - -			★	★	★	★	★	★	★
Lock Haven University of Pennsylvania (PA) -	★	★	★★			★★	★★	★★	
Longwood College (VA) - - - - -	★		★	★	★	★	★	★	★
Louisiana State University at Baton Rouge (LA) - - - - -									★
Louisiana State University in Shreveport (LA) - - - - -	★		★	★	★	★	★	★	★
Louisiana Tech University (LA) - - - - -			★		★	★	★	★	★
Lyndon State College (VT) - - - - -	★		★★		★★	★★	★★		★★
Maine Maritime Academy (ME) - - - - -	★				★	★		★★	★★
Mankato State University (MN) - - - - -	★							★	
Mansfield University (PA) - - - - -		★	★★	★★	★★	★★		★★	★★
MARSHALL UNIVERSITY (WV) - - - - -	★	★	★	★	★	★	★	★	★

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
MARY WASHINGTON COLLEGE (VA) - - - - -	★	★	★	★	★	★	★	★	★	★
Massachusetts College of Art (MA) - - - - -					★★	★★			★★	★★
Massachusetts Maritime Academy (MA) - - - - -	★			★★						
Mayville State University (ND) - - - - -	★	★	★	★	★	★	★	★	★	
McNeese State University (LA) - - - - -	★	★	★	★		★	★	★	★	★
Medical College of Georgia (GA) - - - - -										★
Medical College of South Carolina (SC) - - - - -										★
Memphis State University (TN) - - - - -	★	★		★	★	★	★	★	★	★
Mesa State College (CO) - - - - -	★		★	★	★	★	★	★	★	★
METROPOLITAN STATE COLLEGE (CO) - - - - -	★	★	★	★	★	★	★	★	★	★
Metropolitan State University (MN) - - - - -			★★	★★	★★	★★		★★	★★	★★
MIDDLE TENNESSEE STATE UNIVERSITY (TN) - - - - -	★	★	★	★	★	★	★	★	★	★
Midwestern State University (TX) - - - - -	★	★	★	★	★	★			★	★
MILLERSVILLE UNIVERSITY OF PENNSYLVANIA (PA)	★	★	★★	★★	★★	★★	★	★	★★	★★
Minot State University (ND) - - - - -		★	★	★	★	★	★		★	★
Mississippi University for Women (MS) - - - - -		★	★	★	★	★		★	★	★
Mississippi Valley State University (MS) - - - - -								★	★	
Missouri Southern State College (MO) - - - - -		★	★	★	★	★	★	★	★	
Missouri Western State College (MO) - - - - -		★	★	★	★	★	★	★	★	★
Montana College of Mineral Science & Technology (MT) - - - - -	★	★	★		★	★		★	★	
Montclair State College (NJ) - - - - -			★	★★	★★	★★		★★	★★	★★
Moorhead State University (MN) - - - - -			★★		★★	★★	★★	★★	★★	★★
Morehead State University (KY) - - - - -	★		★	★	★	★	★	★	★	★
Morgan State University (MD) - - - - -			★		★	★	★	★	★	★
Murray State University (KY) - - - - -	★	★		★	★	★	★	★	★	★
New Jersey Institute of Technology (NJ) - - - - -						★★	★★	★★		★
New Mexico Highlands University (NM) - - - - -				★	★	★	★	★	★	★
Nicholls State University (LA) - - - - -		★		★			★	★	★	★
North Adams State College (MA) - - - - -	★			★★	★★	★★		★★	★★	★★
North Carolina Agricultural and Technical State University (NC) - - - - -	★	★	★	★	★	★	★		★	
North Carolina Central University (NC) - - - - -	★			★	★	★		★		
North Georgia College (GA) - - - - -				★	★					
North Texas State University (TX) - - - - -			★	★	★	★				
Northeast Louisiana University (LA) - - - - -		★	★	★	★	★	★	★	★	★
Northeast Missouri State University (MO) - - - - -	★	★	★	★	★		★	★	★	★
Northeastern Illinois University (IL) - - - - -	★		★★	★★	★★	★★	★★	★★	★★	★★
Northeastern State University (OK) - - - - -				★	★	★	★	★		★
NORTHERN ARIZONA UNIVERSITY (AZ) - - - - -	★	★	★	★	★	★	★	★	★	★
NORTHERN ILLINOIS UNIVERSITY (IL) - - - - -	★	★	★	★	★	★	★	★	★	★
Northern Kentucky University (KY) - - - - -	★	★		★	★	★	★	★	★	★
Northern Michigan University (MI) - - - - -	★		★★	★★	★★	★★	★★	★★	★★	★★
Northern Montana College (MT) - - - - -			★★		★★	★★	★★		★★	
NORTHERN STATE UNIVERSITY (SD) - - - - -	★	★	★★	★★	★★	★★	★★	★★	★★	★★
Northwest Missouri State University (MO) - - - - -		★	★	★	★	★	★		★	★
Northwestern Oklahoma State University (OK)				★				★		
Northwestern State University (LA) - - - - -	★		★			★	★	★	★	★
OAKLAND UNIVERSITY (MI) - - - - -	★	★	★	★★	★★	★★	★★	★★	★★	★★
Ohio State University (OH) - - - - -								★	★	
Oklahoma Panhandle State University (OK) - - - - -			★	★					★	★

Participating Institutions (continued):	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
OLD DOMINION UNIVERSITY (VA) - - - - -	*	*	*	*	*	*	*	*	*	*
Oregon Institute of Technology (OR) - - - -	*		*	*		*	*	*	*	*
Pan American University (TX) - - - - -		*	*	*	*		*			
Pembroke State University (NC) - - - - -			*	*						*
Peru State College (NE) - - - - -		*	*	*	*	*	*	*	*	*
PITTSBURG STATE UNIVERSITY (KS) - - - - -	*	*	*	*	*	*	*	*	*	*
Plymouth State College (NH) - - - - -		*	*	*	*	*	*	*	*	*
Portland State University (OR) - - - - -	*		*		*	*	*	*	*	*
Prairie View A & M University (TX) - - - -									*	
Purdue University-Calumet (IN) - - - - -	*		*	*	*	*	*	*	*	*
Purdue University-North Central (IN) - - - -										*
Radford University (VA) - - - - -		*	*	*	*	*	*	*	*	*
Ramapo College of New Jersey (NJ) - - - - -				*			*	*	*	*
Rhode Island College (RI) - - - - -			*		*	*	*	*	*	*
Saginaw Valley State University (MI) - - - -	*	*		*	*		*	*	*	*
Salem State University (MA) - - - - -	*	*	*	*	*	*	*	*	*	*
Salisbury State University (MD) - - - - -	*	*	*	*		*	*	*	*	*
Sam Houston State University (TX) - - - - -				*	*	*	*	*	*	*
San Diego State University (CA) - - - - -	*			*	*	*	*	*	*	*
San Francisco State University (CA) - - - -						*	*			*
Sangamon State University (IL) - - - - -		*	*	*	*	*	*	*	*	*
San Jose State University (CA) - - - - -			*							*
Savannah State College (GA) - - - - -	*	*	*	*			*	*	*	*
Shawnee State University (OH) - - - - -									*	
Shepherd College (WV) - - - - -	*	*	*	*	*	*		*		*
SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA (PA)	*	*	*	*	*	*	*	*	*	*
Slippery Rock University of										
Pennsylvania (PA) - - - - -	*	*			*	*	*	*	*	*
Sonoma State University (CA) - - - - -	*		*	*	*	*	*	*	*	*
South Dakota School of Mines and										
Technology (SD) - - - - -		*	*	*	*	*	*	*	*	*
SOUTHEAST MISSOURI STATE UNIVERSITY (MO) - -	*	*	*	*	*	*	*	*	*	*
Southeastern Louisiana University (LA) - - -	*	*		*	*	*	*	*	*	*
Southeastern Massachusetts University (MA) -		*		*	*	*		*	*	*
Southeastern Oklahoma State University (OK)		*	*				*	*	*	*
Southern Arkansas University (AR) - - - -	*	*	*	*	*	*	*	*	*	*
Southern College of Technology (GA) - - - -					*	*	*	*	*	*
Southern Connecticut State University (CT) -	*	*	*	*		*	*		*	*
Southern Illinois University										
at Carbondale (IL) - - - - -				*	*	*	*	*		*
Southern Illinois University at										
Edwardsville (IL) - - - - -	*		*	*	*	*	*	*	*	*
SOUTHERN OREGON STATE COLLEGE (OR) - - - -	*	*	*	*	*	*	*	*	*	*
Southern Technical Institute (GA) - - - -	*	*	*	*						
Southern University at Baton Rouge (LA) - -										*
Southern Utah State University (UT) - - - -		*	*	*	*			*	*	*
SOUTHWEST MISSOURI STATE UNIVERSITY (MO) - -	*	*	*	*	*	*	*	*	*	*
Southwest State University (MN) - - - - -	*	*	*	*	*		*	*	*	*
Southwest Texas State University (TX) - - -	*		*	*	*	*	*	*	*	*

Participating Institutions (continued):

82-83 83-84 84-85 85-86 86-87 87-88 88-89 89-90 90-91 91-92

Southwestern Oklahoma State University (OK) - - - - -	★	★	★	★		★	★		
Southwestern Oklahoma State University - Wetherford Campus (OK)									★
St. Cloud State University (MN) - - - - -	★	★	★★	★★	★★	★★	★★	★★	★★
St. Mary's College of Maryland (MD) - - - -	★	★							★
State University of New York at Albany (NY)									★
State University of New York at Stony Brook (NY) - - - - -									★★
State University of New York-College at Brockport (NY) - - - - -	★	★	★★	★★	★★	★★	★★	★★	★★
State University of New York-College at Buffalo (NY) - - - - -		★	★★	★★	★★	★★	★★	★★	★★
State University of New York-College at Cortland (NY) - - - - -	★	★	★★	★★	★★	★★	★★	★★	★★
State University of New York-College at Fredonia (NY) - - - - -	★	★		★★	★★	★★	★★	★★	★★
State University of New York-College at Geneseo (NY) - - - - -	★	★	★★	★★	★★	★★	★★	★★	★★
State University of New York-College at New Paltz (NY) - - - - -							★★		
State University of New York-College at Old Westbury (NY) - - - - -	★		★★		★★	★★	★★	★★	
State University of New York-College at Oneonta (NY) - - - - -			★★					★★	★★
State University of New York-College at Oswego (NY) - - - - -							★★	★★	★★
State University of New York-College at Plattsburgh (NY) - - - - -	★		★★	★★	★★	★	★★	★	★★
STATE UNIVERSITY OF NEW YORK-COLLEGE AT POTSDAM (NY) - - - - -	★	★	★★	★★	★★	★★	★★	★★	★★
State University of New York-College at Purchase (NY) - - - - -	★	★					★★		
State University of New York-Empire State College (NY) - - - - -								★★	★★
State University of New York-Institute of Technology at Utica/Rome (NY) - -	★	★★	★★		★★	★★	★★	★★	★★
Stephen F. Austin State University (TX) - -	★	★	★	★	★	★	★	★	★
Stockton State College (NJ) - - - - -		★★	★★				★★	★★	★★
Sul Ross State University (TX) - - - - -		★	★	★	★		★		
Tarleton State University (TX) - - - - -								★	★
Temple University (PA) - - - - -									★★
Tennessee State University (TN) - - - - -								★	
TENNESSEE TECHNOLOGICAL UNIVERSITY (TN) - -	★	★	★	★	★	★	★	★	★
TEXAS A & I UNIVERSITY (TX) - - - - -	★	★	★	★	★	★	★	★	★
TEXAS A & M UNIVERSITY AT GALVESTON (TX) - -	★	★	★	★	★	★	★	★	★
Texas Southern University (TX) - - - - -									★
Texas Tech University (TX) - - - - -									★
Texas Tech University Health Science Center (TX) - - - - -									★
Texas Woman's University (TX) - - - - -	★	★		★		★	★	★	
Towson State University (MD) - - - - -	★	★	★	★	★★	★★	★★	★★	★★
Trenton State College (NJ) - - - - -	★	★	★★	★★		★★	★★	★★	★★
TROY STATE UNIVERSITY (AL) - - - - -	★	★	★	★	★	★	★	★	★

Participating Institutions (continued):

82-83 83-84 84-85 85-86 86-87 87-88 88-89 89-90 90-91 91-92

Union County College (NJ) - - - - -									*	
United States Naval Academy (MD) - - - - -										*
UNIVERSITY OF AKRON, THE (OH) - - - - -	*	*	*	*	*	*	*	*	*	*
University of Alabama at Birmingham (AL)										*
University of Alabama in Huntsville (AL) - -								*	*	
University of Alaska-Anchorage (AK) - - - -	*			*	*	*				*
University of Alaska-Fairbanks (AK) - - - -			*							
University of Alaska Southeast (AK) - - - -	*	*	**			*	*	*	*	*
University of Arkansas at Little Rock (AR) -			*	*	*	*	*	*	*	*
University of Arkansas at Monticello (AR) -			*	*	*	*		*		
University of Baltimore (MD) - - - - -	*	*	*	*			*		*	
University of Central Arkansas (AR) - - - -	*	*	*	*	*		*	*	*	*
University of Central Florida (FL) - - - - -			**	**	**	**			**	**
University of Central Oklahoma (OK) - - - -	*		*	*	*	*	*	*	*	*
UNIVERSITY OF COLORADO AT COLORADO SPRINGS (CO) - - - - -	*	*	*	*	*	*	*	*	*	*
University of Colorado at Denver (CO) - - -	*	*	*		*	*	*	*	*	*
University of Delaware (DE) - - - - -										**
University of Guam (GU) - - - - -	*								*	
University of Hawaii (HI) - - - - -					**				**	**
University of Houston-Central Campus (TX)										*
University of Houston--Clear Lake (TX) - - -			*	*	*	*	*	*	*	*
University of Houston--Downtown (TX) - - - -	*	*	*			*				
University of Houston--Victoria (TX) - - - -	*					*	*		*	
University of Lowell (MA) - - - - -	*	*	**	**		**	**	*	*	*
University of Maine at Farmington (ME) - - -		*	**		**		*		*	*
University of Maine at Fort Kent (ME) - - -		*			**	**	*	*	*	*
University of Maine at Presque Isle (ME) - -	*	*	**	**		**	**		*	*
University of Maine System (ME) - - - - -							*			
University of Maryland Baltimore County (MD) - - - - -	*		*	*	*	*	*	*	*	*
University of Minnesota (MN) - - - - -							**	**		*
University of Minnesota-Morris (MN) - - - -										*
University of Mississippi-Medical Center (MS)										*
University of Missouri-Kansas City (MO) - -										*
University of Missouri - St. Louis (MO) - -			*	*		*	*	*	*	*
University of Montana, The (MT) - - - - -										**
University of Montevallo (AL) - - - - -		*	*	*	*	*	*	*	*	*
University of Nebraska at Kearney (NE) - - -										**
UNIVERSITY OF NEBRASKA AT OMAHA (NE) - - - -	*	*	**	**	**	**	*	*	*	*
University of Nebraska-Medical Center (NE) -						*				*
University of Nevada-Las Vegas (NV) - - - -	*	*	*	*	*	*	*	*		*
University of New Orleans (LA) - - - - -	*					*				
University of North Alabama (AL) - - - - -	*		*	*	*					
University of North Carolina at Asheville (NC) - - - - -		*	*		*	*	*	*	*	*
University of North Carolina at Charlotte, (NC) - - - - -	*	*	*	*	*	*	*	*	*	*
University of North Carolina at Greensboro (NC) - - - - -	*		*	*	*	*	*	*	*	*
University of North Carolina at Wilmington (NC) - - - - -	*		*		*	*	*	*	*	*

Participating Institutions (continued):

	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
University of North Florida (FL) - - - - -		*			**	**			**	**
University of Northern Colorado (CO) - - - -	*		*	*	*	*	*	*	*	*
University of Northern Iowa (IA) - - - - -	*	*	**	**	**	**	**	**		**
University of North Texas (TX) - - - - -			*	*	*	*	*	*	*	*
University of Pittsburgh at Bradford (PA) -					*	*	*	*	*	*
University of Pittsburgh at Johnstown (PA) -					*		*	*	*	*
University of Puerto Rico-Humacao										
University College (PR) - - - - -			*	*	*		*	*	*	*
University of Puerto Rico-Mayaguez Campus										
(PR) - - - - -				*						**
University of Puerto Rico-Medical Sciences										
Campus (PR) - - - - -				*	*					**
University of Puerto Rico-Ponce Technological										
University College (PR)- - - - -				*	*					*
University of Puerto Rico-Rio Piedras										
Campus (PR) - - - - -			*	*	*					
University of Science and Art										
Of Oklahoma (OK) - - - - -	*	*	*	*	*	*	*	*	*	
UNIVERSITY OF SOUTH ALABAMA, THE (AL) - - -	*	*	*	*	*	*	*	*	*	*
University of South Carolina (SC) - - - -	*									
UNIVERSITY OF SOUTH CAROLINA AT AIKEN (SC) -	*	*	*	*	*	*	*	*	*	*
University of South Carolina-Coastal										
Carolina College (SC) - - - - -		*				*	*	*	*	*
University of South Carolina-										
Spartanburg (SC) - - - - -	*	*	*	**	*	*	*	*	*	
University of South Dakota (SD) - - - - -								**		**
University of South Dakota at										
Springfield (SD) - - - - -	*	*								
University of South Florida (FL) - - - - -	*			**	**	**	**		**	
UNIVERSITY OF SOUTHERN COLORADO (CO) - - -	*	*	*	*	*	*	*	*	*	*
University of Southern Indiana (IN) - - - -	*		*	*	*	*	*	*	*	*
University of Southern Maine (ME) - - - - -			**	*	**	**	**	**	**	
University of Southern Mississippi (MS) - -	*	*	*	*	*	*	*	*	*	*
University of Southwestern Louisiana (LA) -		*	*	*	*		*	*	*	*
UNIVERSITY OF TENNESSEE AT										
CHATTANOOGA (TN) - - - - -	*	*	*	*	*	*	*	*	*	*
UNIVERSITY OF TENNESSEE AT MARTIN, THE (TN)	*	*	*	*	*	*	*	*	*	*
University of Tennessee Health Sciences										
Center (TN) - - - - -										*
University of Texas at Arlington (TX)										*
UNIVERSITY OF TEXAS AT DALLAS, THE (TX) - -	*	*	*	*	*	*	*	*	*	
University of Texas at El Paso (TX) - - - -									*	
University of Texas at San Antonio (TX) - -		*	*	*	*	*	*	*	*	*
University of Texas at Tyler, The (TX) - - -	*	*		*	*	*		*	*	*
University of Texas of the										
Permian Basin (TX) - - - - -	*	*	*	*	*	*				*
University of Texas-Health Sciences										
Center at San Antonio (TX) - - - - -										*
University of the District										
of Columbia (DC) - - - - -		*	**	**		**	**	**		
University of Toledo, The (OH) - - - - -	*		*	*						*
University of the Virgin Islands-St. Croix										
(VI) - - - - -		*	*	*	*		*	*		

Participating Institutions (continued):

	82-83	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92
University of the Virgin Islands-St. Thomas (VI) - - - - -	*	*	*	*	*	*	*	*	*	*
University of West Florida, The (FL) - - - - -	*	*	**	**		**		**	**	
UNIVERSITY OF WEST VIRGINIA-COLLEGE OF GRADUATE STUDIES (WV) - - - - -	*	*	*	*	*	*	*	*	*	*
University of Wisconsin-Eau Claire (WI) - - - - -		*	*	*	*	*	*	*	*	*
University of Wisconsin-Green Bay (WI) - - - - -		*	*	*	*	*	*	*	*	*
University of Wisconsin-La Crosse (WI) - - - - -	*	*		*	**	*	*	*	*	*
UNIVERSITY OF WISCONSIN-OSHKOSH (WI) - - - - -	*	*	*	*	*	*	*	*	*	*
University of Wisconsin-Parkside (WI) - - - - -		*				*	*	*	*	*
University of Wisconsin-Platteville (WI) - - - - -		*	*	*	*	*	*	*	*	*
University of Wisconsin-River Falls (WI) - - - - -	*	*				*				
University of Wisconsin-Stevens Point (WI) - - - - -	*	*	*	*	*	*	*		*	*
University of Wisconsin-Stout (WI) - - - - -	*	*	**	*		*	*		*	
University of Wisconsin-Superior (WI) - - - - -	*	*	*	*	*	*	*		*	*
University of Wisconsin-Whitewater (WI) - - - - -		*	*	*		*	*		*	*
Valdosta State College (GA) - - - - -	*	*	*	*	*	*	*	*		*
Valley City State University (ND) - - - - -			*	*	*		*	*	*	*
Virginia Commonwealth University (VA) - - - - -							*		*	
Washburn University of Topeka (KS) - - - - -	*		*		*		*	*	*	*
Wayne State College (NE) - - - - -	*	*	**		**		**	**	**	**
WEBER STATE UNIVERSITY (UT) - - - - -	*	*	*	*	*	*	*	*	*	*
West Chester State University of Pennsylvania (PA) - - - - -	*		**		**			**	**	**
WEST GEORGIA COLLEGE (GA) - - - - -	*	*	*	*	*	*	*	*	*	*
West Liberty State College (WV) - - - - -	*	*	*	*		*	*	*		
West Texas State University (TX) - - - - -		*	*	*	*	*	*	*	*	
WEST VIRGINIA INSTITUTE OF TECHNOLOGY (WV) - - - - -	*	*	*	*	*	*	*	*	*	*
West Virginia State College (WV) - - - - -			*		*	**	*	*	*	*
Western Carolina University (NC) - - - - -	*		*	*	*	*	*	*	*	*
Western Connecticut State University (CT) - - - - -		*	**		**	**	**	**	**	**
WESTERN ILLINOIS UNIVERSITY (IL) - - - - -	*	*	**	**	**	**	**	**	**	**
WESTERN KENTUCKY UNIVERSITY (KY) - - - - -	*	*	*	*	*	*	*	*	*	*
WESTERN MICHIGAN UNIVERSITY (MI) - - - - -	*	*	**	**	**	**	**	**	**	**
Western Montana College (MT) - - - - -	*	*		**	**	**	**	**	**	**
Western New Mexico University (NM) - - - - -	*	*	*	**	*	*	*		*	
WESTERN OREGON STATE COLLEGE (OR) - - - - -	*	*	**	**	**	**	**	**	**	**
Western State College of Colorado (CO) - - - - -		*	*	*	*	*	*	**	*	
Western Washington University (WA) - - - - -	*		*	*		*	*	*	*	*
Westfield State College (MA) - - - - -	*		**	**				**		
WICHITA STATE UNIVERSITY, THE (KS) - - - - -	*	*	*	*	*	*	*	*	*	*
William Paterson College of New Jersey (NJ) - - - - -		*		**	**	**	**	**	**	**
Winona State University (MN) - - - - -	*		**		**	**	**	**	**	**
Winston-Salem State University (NC) - - - - -	*	*		*	*	*		*	*	*
Winthrop College (SC) - - - - -				*	*	*	*		*	*
Worcester State College (MA) - - - - -		*	**					**		**
Wright State University (OH) - - - - -	*				*		*	*	*	*
York College (NY) - - - - -										**
YOUNGSTOWN STATE UNIVERSITY (OH) - - - - -	*	*	**	**	**	**	**	**	**	**
	227	215	272	262	261	272	281	278	282	290

Total number of state colleges and universities which participated in the faculty salary survey for the first time during 1991-92: 32.

Total number of state colleges and universities which have participated in the faculty salary survey at least once during the ten years of the survey: 409.

Total number of state colleges and universities which have participated in each of the ten years of the faculty salary survey: 62.

Grand Total of times state colleges and universities have participated in the CUPA NATIONAL FACULTY SALARY SURVEY BY DISCIPLINE AND RANK IN STATE COLLEGES AND UNIVERSITIES over the ten years (1982-83 through 1991-92) of the survey: 2,637.

CUPA 1991-92 Public Faculty Salary Survey Special Study Order Form

To avoid delays in processing your order, please follow these instructions:

1. Read through the entire form before completing your request.
2. Print or type all information.
3. Use a SEPARATE FORM for each study ordered.
4. All requests for Special Studies must include payment by check made payable to CUPA or purchase order number (CUPA members only).
5. Mail orders with payment to CUPA Special Studies, 1233 20th Street, NW, Suite 503, Washington, DC 20036, FAX (202) 429-0149 and a copy of the request to: Mr. Lee Tarrant, Institutional Research, Oklahoma State University, 301 Whitehurst, Stillwater, OK 74078, FAX (405) 744-8871. To maintain confidentiality of data, all requests for Data Display #1 must be pre-approved. CUPA reserves the right to refuse a special studies request. If you have any questions, contact CUPA at (202) 429-0311, Ext. 18.

Note: The information below only applies to the 1991-92 survey year and is subject to change without notice.

Normally, studies will be returned within two weeks after the request and payment have been received by the CUPA national office. Fees for standard studies are as follows,

Please check the category you fall under:

- ☐ \$250 - CUPA members who participated in the 1991-92 study;
- ☐ \$340- CUPA members who did not participate in the 1991-92 study and non-members who did participate;
- ☐ \$425 - CUPA non-member institutions who did not participate in the study and other non-profit organizations;
- ☐ \$575 - All others.

Name _____ Title _____

Institution _____

Address _____

City, State, ZIP _____ Phone() _____

Did your institution participate in the 1991-92 survey? _____ Yes _____ No

Is your institution a member of CUPA? _____ Yes _____ No

Types of Data Displays (Use a separate sheet for additional requests. Refer to pages 2 and 4 of the survey report for a complete explanation of the studies.)

(Please check only one)

- ____ 1. Salary Display by average, high, and low salaries (Because this salary display includes specific institutional data for the requesting institution, all orders must be accompanied by a letter of authorization from the President or his or her designated representative on institutional letterhead. Submit all requests in writing to: Dr. Richard D. Howe, Director, Equal Opportunity Programs, Appalachian State University, 128 Administration Bldg., Boone, NC 28608, FAX (704) 262-2126, in addition to submitting to CUPA).
- ____ 2. Percentile Rank (PR) Display
- ____ 3. Salary Trend Display (Comparison between two survey year's data-only those institutions that have participated in each of the years requesting)
- ____ 4. Other Trend Displays (please specify on a separate sheet; add'l costs may be incurred)
- ____ 5. Other (please explain on a separate sheet; add'l costs may be incurred)

If you wish to receive a display based on general institutional characteristics, please complete Section I. If you wish to specify institutions, please complete Section II.

Section I

1. Classification

4-Year College _____ University _____ All _____

2. Source of Support

Public _____ Private, religious _____ Private, Independent _____

3. General Budget

Less than \$ _____ More than \$ _____

4. FTE Enrollment

Less than _____ More than _____

5. FTE Faculty

Less than _____ More than _____

6. Geographic Area—States (please do not abbreviate)

Section II

In order for a study requesting specific institutions to be completed, all of the institutions must have participated in the Faculty Salary Survey. Please see Appendix B, "List of Participating Institutions," of the survey report to ensure that the desired institutions did participate. To maintain confidentiality of the data, you must select at least 10 institutions. Only positions reporting three or more data elements in each cell will be made available.

List institutions on a separate sheet. Please type or print clearly to avoid delays in processing your order.

Please forward your request (be sure to include check or purchase order number) to:
CUPA Special Studies, 1233 20th Street, NW, Suite 503, Washington, DC 20036.

Send a copy of the completed form only to: Mr. Lee Tarrant, Oklahoma State University,
301 Whitehurst, Stillwater, OK 74078. FAX (405) 744-8871.

All requests for Data Display #1 must be sent to Dr. Richard D. Howe, Director, Equal
Opportunity Programs, Appalachian State University, 128 Administration Bldg., Boone,
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College and University
Personnel Association

1233 20th Street, NW, Suite 503
Washington, DC 20036